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L'Association canadienne des professeurs d'université

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Council to Vote on Lifting Censure

CAUT Board Suspends Simon Fraser, University of Ottawa and Mount Allison Censures

by I. Cinman

The Board of Directors of the Canadian Association of University Teachers, meeting in Ottawa March 25 and 26, suspended the effects of CAUT censures on Simon Fraser University, the University of Ottawa and Mount Allison University and recommended that CAUT Council, the Association governing body, lift the censures when it meets in Ottawa this May.

Professor James Stevens, Chairman of the CAUT Committee on Academic Freedom and Tenure, told delegates attending the Board meeting that in the case of Simon Fraser, the original charges against the seven Political Science, Sociology and Anthropology faculty members dismissed by the University in 1969 for participating in a faculty strike have been withdrawn and procedures acceptable to the CAUT for dismissal of faculty were now in place.

The University has invited the dismissed faculty members to reapply for teaching positions. The seven former faculty members say, however, that any arrangement short of full reinstatement is unacceptable.

Prof. Stevens said that in view of the University's introduction of procedures acceptable to the CAUT and because of the developments with respect to individual grievances, the AF&T Committee felt that there were no longer grounds for CAUT intervention and recommended that censure be lifted.

In the case of the University of Ottawa, CAUT censure was imposed after the University failed to renew the contract of Prof. Jacques Flamand, Department of Religious Studies, in 1970. A CAUT Committee of Inquiry established that his dismissal was caused by his writings, which were critical of the Papal encyclical *Humanae Vitae*. Prof. Flamand also favoured taxing church property and criticized the structure of the Ottawa archdiocese, while describing the College of Cardinals as an "outdated and useless institution."

In reviewing the Ottawa case for the Board, Prof. Stevens said that the University, through the collective bargaining process — a collective agreement between the faculty association and the administration was signed in 1976 — has procedures dealing with grievances and for the protection of academic freedom which are acceptable to the AF&T Committee.

Moreover, the university administration has shown a genuine willingness to settle the controversy. Part of this settlement involved a cash award for Prof. Flamand. In view of these developments, Prof. Stevens said, the AF&T Committee recommended to the Board and the Council that the censure of the University of Ottawa be lifted.

Prof. Flamand does not plan to return to full-time teaching, although he works part-time at the University's School for Translators.

Mrs. Catherine Daniel, whose dismissal by the Mount Allison University without a fair hearing led to the CAUT censure, has indicated to the CAUT that she wished to withdraw her grievance in order to facilitate her reentry into the Maritime music community, having established herself as a voice teacher in the Halifax area.

Although Mrs. Daniel's grievance led to CAUT decision to censure Mount Allison, she herself had nothing to do with the CAUT action. There are, according to the AF&T Committee report, acceptable procedures at the University for termination of appointments. This facilitated the Board's decision to recommend the lifting of censure.

The recommendations for the suspension of the censures by the Board were passed without dissent. The recommendation for full lifting of sanctions will be discussed by the CAUT Council when it meets in Ottawa in May.

CAUT Board

Organization restructure major subject of meeting

by I. Cinman

CAUT regional offices in Edmonton and Halifax will be closed during the 1977-78 academic year while the Association embarks on a full scale reexamination of the offices' political value within the context of CAUT provincial and national activities.

Concurrently, the CAUT will evaluate the functions and the efficacy of the Central Office, the CAUT committees and provincial associations in delivering services similar to those provided by the regional offices to local associations without resorting to a fee increase to fund regional offices. The project will also survey individual associations for their views on a fee raise.

A fee increase is necessary to replace the interim per-capita levy hitherto used to support regional offices.

This was one of the major policy directions taken by the CAUT Board when it met in Ottawa March 25 and 26.

Deficit Budget

The CAUT has been operating on deficit financing for several years, while expanding its activities in answer to the general needs and particular requests from most local faculty associations.

The regional offices, introduced in 1974 on an experimental basis, were designed to meet the broadening national concerns of the CAUT, and were financed through a per capita levy on CAUT membership.

Regional offices trial period has now reached a point where their effectiveness, according to Board delegates from the areas concerned, has been securely established.

The Board was faced with the difficult choice of abolishing or retaining the Edmonton and Halifax bureaux. Delegates were told that financial foundations for the east and west operations could not be maintained through yearly fiscal levies. A more concrete method of funding the offices had to be found — across the board fee increase, for instance.

Fee increases at this time would not be tolerated by some member associations, and would force, said several delegates, a drastic re-evaluation of membership in the national body by certain faculty associations.

There are already questions of efficient distribution of services based on the level of financial contributions to the central coffers. Increases in fees without concrete returns from the national level would only aggravate such feelings, some delegates said.

Increase Fees

On the other hand, many delegates saw the need for a fee hike, if only to keep in step with and improve on CAUT's broadened scope of activities in the area of collective bargaining,

Cont'd on p. 7

Lettres Letters

Second language proficiency and university admission

Sir:

Professor T.G. Middlebro' of Carleton University, in his letter appearing in the January issue of the **CAUT Bulletin**, urges that universities establish an entrance requirement of 3 years of study in secondary school of the other language: English in French language universities, French in English language universities. I disagree strongly with this suggestion, which rests on two mistaken assumptions: that 3 years of study of high school French (or English) guarantees that the student knows the language; and that one cannot know a language without at least 3 years of high school study. Those of us who have been dealing with language teaching know perfectly well that a student can study up to half a dozen years of a language and still not have a functional command of it, given the antiquated and misdirected methods of teaching that generally prevail. We also know that a person can get a perfectly adequate command of a language in many ways besides formal study in school: family background, residence, personal interest, etc.

Professor Middlebro's suggestion, if taken seriously, would deny entrance into the university of many who are fully qualified in knowing a second language; at the same time it would allow in many who do not. Worse, it would give high school French and English language departments a stranglehold on university entrance requirements that would be almost impossible to break, given the tendency for educational establishments to hold on to a situation advantageous to themselves to the bitter end. I can just picture a student from a half-francophone family explaining in voluble French that he didn't take 3 years of French in English high-school because he already knew the language, and the university admissions officer maintaining just as volubly that the regulation says 3 years of study of French: no credits in French, no entrance into the university.

If Professor Middlebro' wishes to ensure that students entering university have a knowledge of the second language, the only rational suggestion is that university entrance requirements include a test in the language concerned: if the student passes, he or she gets in; if not, they must get a better knowledge of the language in any way they find suitable and take the test again. The number of years they have studied French or English in secondary school should be totally irrelevant. High school language departments would then realize that they have to produce students who really know the languages concerned, not just students who have served their time in class. In such a situation, I think the quality and effectiveness of second language teaching would increase significantly.

William Cowan
Chairman, Linguistics Dept.
Carleton University

Our apologies...

The letters column in the January issue of the Bulletin included a letter from Dr. Kathleen Harris commenting on the use of term appointments in Canadian universities. Dr. Harris' request that the letter not be published was overlooked in the editorial office. CAUT apologizes to Dr. Harris for any embarrassment caused her by the publication of the letter.

More Letters on p. 4

Contents

Board news ..... **pp. 1, 5**

Retired professors ..... **p. 7**

Faculty Salaries ..... **p. 9**

Faculty Economic Benefits ..... **p. 11**

Book Reviews ..... **p. 14**

Academic Vacancies ..... **p. 18**

Some facts about funding research

Sir:

Mr. H.T. Herbert, M.P writes (in the **CAUT Bulletin**, March, 1977) about his investigations which suggested that last year "no worthwhile projects in the medical field were being cancelled or deferred for lack of funding". He urges us "to illustrate with specific examples where qualified research workers have been unable to proceed or continue with work which is considered by competent higher authority to be worthwhile".

In my testimony before the Standing Committee on Health, Welfare and Social Affairs, May 28, 1976, (House of Commons, Hansard Issue No. 62, pp 5-9; also pp.38-55) I described in some detail the cases of more than twenty biomedical research workers, whose names and institutions were included. They were affiliated with institutions from Atlantic to Pacific and included several from Mr. Herbert's Province (Québec). I cited by name some cases of extraordinary merit, such as several who had been appointed as Scholars of the Medical Research Council, whose salaries would thus be paid by the N.R.C. for the next five years, but whose applications for research grants had been refused due to lack of funds; such as others who had taken up appointments after having been Centennial Fellows of the M.R.C., the highest post-doctoral honour, and who were then refused grants such as several senior men with outstanding records in research in Universities (e.g. Harvard) or in industry, (e.g. the Smith, Kline & French Research Laboratories), and who were refused start-up research grants upon transfer to Canadian medical faculties. All of these cases and dozens more, including several Canadians who had refused offers of appointment in Canadian institutions in order to remain in the U.S. where research is much more generously supported (3-5 times as well, on a per capita or G.N.P. basis), are well documented in Hansard; it might be well if Mr. Herbert were to examine this and other evidence.

Mr. Herbert refers in his letter only to medical research. The state of the fundamental physical and biological sciences, upon which all medical, industrial and engineering research are based, was and is far worse. The situation to which I alluded in my testimony was, to some extent at least, ameliorated by the supplementary transfer to the M.R.C. of $2 million made by Mr. Lalonde (for the third time in recent years). Never once was a budgetary supplement given to the N.R.C. despite the fact that inflation had eroded its external grants budget much more than that of the M.R.C. over the last eight years.

J.G. Kaplan
Past-Chairman,
Canadian Federation
of Biological
Societies,
University of Ottawa.

L'Association Canadienne des Professeurs d'Université

AGENT DES NÉGOCIATIONS COLLECTIVES

L'Association canadienne des professeurs d'université recherche un agent des négociations collectives connaissant la législation ouvrière d'une ou plusieurs provinces et familier, grâce à une expérience pratique directe, avec le processus des négociations collectives. Le titulaire du poste devra s'occuper, en liaison étroite avec le Secrétaire général et l'agent principal des négociations collectives, d'aider les associations de professeurs des universités canadiennes qui sont en train de devenir ou sont devenues agents de négociation des professeurs qu'elles représentent. Les tâches comprennent la prestation de services de soutien connexes à la syndicalisation des membres locaux, la demande de la certification, la rédaction de projets de convention collective, la négociation de premières conventions collectives et la prestation d'aide relative à l'administration de contrats. Une partie importante des responsabilités du poste consistera dans la rédaction de rapports, mémoires, avis, déclarations et énoncés de principes et lignes directrices.

Les candidats devraient posséder certaines ou la totalité des qualités suivantes: diplôme d'une université reconnue; études supérieures en droit, relations industrielles, administration, gestion ou domaines connexes; expérience pratique acquise dans les domaines précités; aptitude à travailler de façon efficace aux côtés des professeurs. Les candidats devraient pouvoir beaucoup voyager dans tout le pays. Salaire proportionné aux qualités et à l'expérience.

Présenter sa demande avant le 20 mai au:

Secrétaire général, Association canadienne des professeurs d'université, Porte 1001, 75, rue Albert, Ottawa, K1P 5E7,

Canadian Association of University Teachers

COLLECTIVE BARGAINING OFFICER

The Canadian Association of University Teachers requires a Collective Bargaining Officer with a knowledge of labour law in one or more of the provinces and un understanding, gained through practical experience, of the collective bargaining process.

The person appointed will be required to work closely with the Executive Secretary and the Senior Collective Bargaining Officer in providing assistance to faculty associations at Canadian universities which are in the process of, or have become, bargaining agents for the faculty members which they represent.

The work involves the provision of support services in organizing the local membership, applying for certification, preparing draft collective agreements, negotiating first collective agreements and providing assistance in contract administration. An important part of responsibilities of the position will be preparation of reports, briefs, opinions, policy statements and guidelines.

Applicants should possess some or all of the following qualifications: graduation from a university of recognized standing; post graduate training in law, industrial relations, business administration, management studies or related fields practical experience in the above fields; ability to work effectively with university faculty members.

Applicants should be free to travel widely in Canada.

Salary will be commensurate with qualifications and experience.

Apply before May 20 to:

The Executive Secretary, Canadian Association of University Teachers, Suite 1001, 75 Albert Street, Ottawa, Ont. K1P 5E7.

The Ruinous Plight of Italy's Universities

A flood of students and a 'baronial' system of governnance have brought them to near-chaos

Daniel S. Greenberg

ROME

Here in the motherland of the Western university tradition, higher education is generally regarded as in a ruinous plight.

It is overwhelmed by floods of students who, on an open-admissions basis, are pouring into a system that has undergone little modernization since the days when it served a small, elite slice of the population. Enrollment at the University of Rome, for example, has swollen from 38,000 students in 1947 to perhaps four times that number this year, with virtually no expansion of its physical plant. (One measure of the inundation of Italian higher education is considerable uncertainty about what Rome's present enrollment really is.)

Meanwhile, a baronial system of academic governance has managed to endure, despite ambitious reform programs inspired by student uprisings in 1968.

The number of professors—all-powerful figures in the Italian system—has tripled to 10,000 in recent years. But that has had little effect on the authoritarian nature of the system. In the words of one official who presides over the selection of faculty members and students for the Fulbright program, "Even those who favor an anti-authoritarian system are so imbued with it that they behave in an authoritarian way."

Finally, a sick and rapidly worsening economy, accompanied by a political stalemate at the national level, has diminished opportunities for the organizational reforms and the expansion of facilities that all agree are urgently required.

Italian University 'Is Gone'

A dire assessment, but typical, is offered by one of Italy's leading international scientific figures. Adriano Buzzati-Traverso, former director of the Institute of Genetics at the University of Pavia and, from 1969 to 1973, Assistant Director-General for Science of the United Nations Educational, Scientific and Cultural Organization.

"The Italian university is gone," he says. "It's now a high school."

A well-known and increasingly isolated pioneer in efforts to reform the university system, Mr. Buzzati-Traverso led an unsuccessful effort in the 1960's to add Ph.D.-level training to an academic format that, with minor exceptions, has traditionally terminated with a first-level degree, the *laurea*. At its best, which is not often these days, the *laurea* is roughly the equivalent of an American master's degree.

"We should start over from scratch," Mr. Buzzati-Traverso says, "take stock of the lowering of standards, and try to establish graduate education and work down."

Few disagree with his diagnosis, but Italy's fragmented politics prevent any consensus on a solution. The result is that while everyone agrees that it can't go on like this, it nevertheless does. Mr. Buzzati-Traverso adds that he resigned his Pavia chair—a rare move on the part of an Italian academic, regardless of what outside interests he might pursue—rather than continue to take part in a system that he considers "a fraud on the students."

University Eligibility Widened

The boom in higher-education enrollments, from 243,000 in 1947 to the officially stated figure of nearly 900,000 this year, is generally traced to a 1969 edict that automatically bestowed university eligibility on all sutdents who had completed five years of secondary education, regardless of their course of pre-university study. Even before that decision went into effect, a vast influx of new students was assured by the adoption of compulsory elementary and secondary education in the 1950's and 1960's, replacing a system that, as late as 1960, had delivered to the university system only 5 per cent of the higher-education age group.

A further stimulus for university enrollments was provided by Italy's high unemployment rate, an absence of fees for university studies, and a system of subsidies for students at the lower economic levels. The universities have come to be referred to as "parking lots" for many young people who, faced by bleak employment prospects, attain some respectability as "students." In many cases they gain some financial reward, as well.

Today nearly 30 per cent of the university-age group is "enrolled," putting Italy on a par with most of its European neighbors. But with governments falling and being reconstituted throughout the postwar period, it was not until 1972 that Italy opened its first new university in decades, the University of Calabria.

Since then, the establishment of about 25 new universities—many of them, however, enrolling only a few hundred or thousand students—has brought the total of state institutions to 50, with enrollments that are officially placed at 728,000. In addition, there are 44 private, or "free," universities, with nearly 130,000 students.

"Enrollment," however, is a term that must be regarded cautiously in the context of Italian higher education, even in studies that elsewhere are carefully restricted, such as medicine and law.

To acquire the status of "student" at an Italian university, all the secondary-school graduate need do is simply sign on with a faculty. The process applies to all courses of study, including those that lead to the traditional professions.

Attendance is not necessary. Even if it were, the crush of enrollments is so great that facilities do not exist for accommodating more than a small percentage of the enrollees.

Indeed, all that is required is that the student pass a half-hour oral examination at the end of each course. In the humanities, that adds up to about 24 examinations, spread over a minimum of four years. In medicine, passing 27 examinations in six years leads to the M.D. Students can usually repeat failed examinations without limitation and take any length of time they need to fill the requirements.

Swollen Medical Enrollments

Since medicine is the longest course of study and carries high prestige as well as great earning potential, its enrollments have swelled beyond any possibility of adequate training. According to a member of the University of Rome's medical faculty, probably no more than 10 per cent of the students have any close contact with the teaching staff. Training in anatomy is usually confined to demonstrations on closed-circuit television, although attendance is not compulsory. Laboratory experience is a rarity.

Noting that the 27 examination passes required of medical students "are not difficult to attain," one medical teacher at the University of Rome remarked, "If I ever get a serious disease, I won't seek treatment in Italy."

Concern about the quality of training for Italian physicians has led to calls for reform. But here, too, the changes are minimal. Next year, new medical graduates will be required to take a one-year internship before going into practice, but beyond that modest step, little has changed.

Meanwhile, the attractions of a medical career continue to pack the students into the medical faculties, and Italy is turning out physicians in record numbers. With only about one-quarter the population of the United States, Italy has almost half as many physicians. Soon, according to some estimates, it will lead the world in the ratio of physicians to population.

Also contributing to the popularity of the medical profession is the constant minuet that Italians dance with the tax collector. Italy only recently adopted a system of withholding taxes at the source, a serious financial and psychological blow to salaried employees. Physicians working on their own, however, are in an ideal position to evade the tax system—and, by all accounts, they are making use of their advantage.

With the universities pouring graduates of all kinds into a depressed and inflation-ridden economy, the government recently recommended a system of subsidies to encorage the hiring of persons seeking their first jobs. Firms taking on new graduates would receive direct bonuses from the government, according to a formula based on regional unemployment rates and the qualifications of the new employees.

The proposal reflects concern about the political volatility of Italy's growing legions of unemployed degree holders. But like most other reform efforts in modern-day Italy, it is not regarded with very great optimism.

Some political support has developed for combining the open-admissions system with examinations at the end of two years of study, the aim being to weed out active students from those who are merely interested in student status. However, even so modest a proposal to reduce the crush of enrollments is given little chance in the present political and economic climate.

Reprinted from THE CHRONICLE OF HIGHER EDUCATION

Lakehead University

invites applications for the position of

Dean of University Schools

The Faculty of University Schools consists of the Schools of Business Administration, Engineering, Forestry, Library Technology, Nursing, and Physical and Health Education. It is comprised of 85 full-time faculty and 1,500 students enrolled in undergraduate, graduate and diploma programmes. Lakehead University has a complement of 243 full-time faculty, 2,650 full-time and 1,550 part-time students enrolled in undergraduate and graduate programmes in the Faculties of Arts, Science, Education and University Schools.

Preference will be given to candidates having experience in university administration and distinguished academic/professional achievements. The salary will be commensurate with academic and professional qualifications and experience. The appointment is effective 1 July 1977 and will be for a five-year term.

Applications with curriculum vitae and the names of three referees should be sent by 1 May 1977 to:

Dr. J. S. Mothersill, Chairman,
Search Committee for the Dean of
University Schools,
Lakehead University,
Thunder Bay, Ontario.
P7B 5E1

Letters...*from p. 2*

Freedom for Eduard Kuznetsov — Soviet Teacher and Writer

Sir,

Thirty famous teachers, scientists and writers — among them Professor André Lwoff, Prof. Raymond Aron, Dora Schary, Simone de Beauvoir, Claude Roy, N. Nabokov, Eugene Ionesco, B. Malamud, Jean-Paul Sartre, Samuel Beckett, Saul Bellow, Heinrich Bôll, Jean Cassou, Alberto Moravia, Kurt Vonnegut, Iris Murdoch, Morris West, Herman Wouk — have organized at the beginning of this year an International Committee for the freedom of the Soviet teacher and writer Eduard Kuznetsov, who spent seven years in prison from 1961 to 1968, and who was condemned to death by a Leningrad court of justice December 24, 1970, for trying to flee from the USSR on the 16 of June of the same year. In addition to the death penalty he was given 10 years in prison for possessing and distributing books prohibited in the Soviet Union.

Under international pressure of academics, intellectuals, writers and public figures in the West, the death penalty was commuted on December 31, 1970, and Eduard Kuznetsov was given 15 years to be served in one of the most harsh labor concentration camps in the USSR. It's Kuznetsov's seventh year in a Soviet prison, in addition of seven other years spent in the 60's.

The thirty teachers, intellectuals and writers appealed in a letter to Mr. Georgui Markov, first secretary of the Union of Soviet Writers, to do his best in helping to free Eduard Kuznetsov, who - while in prison - wrote the "DIARY OF A MAN CONDEMNED TO DEATH", a book which won the Gulliver Prize in 1974.

If CAUT Bulletin readers are disturbed by the cruel punishment of Edward Kuznetsov, they may wish to write politely but firmly on his behalf to Mr. Leonid Brezhnev, the Kremlin, Moscow, USSR, or the Ambassador of the USSR, Ottawa, Canada, or to both.

Professor I. Bar Lewaw
York University

Develop High Professional Standards

Certain professional groups have followed or are currently following a policy of restricting entry to their profession. The object is to keep prestige and income at a high level.

Those who hold master's and / or doctoral degrees could be said to form a definable professional group. I do not advocate that entry to this professional group be restricted by erecting artificial barriers. But it must be pointed out that the yearly addition of large numbers of new entrants to this professional group inevitably results in various problems, all associated with oversupply.

But far from erecting barriers, the barriers have been virtually removed. The result is a dilution due not only to a large yearly addition to the "professional group," but also to the lower average quality of the new entrants. University professors constitute a major portion of this professional group. They are in complete control of the rate of production of new entrants and of the quality of the entrants. Why professors have countenanced this suicidal two-fold dilution of the prestige of their own credentials is difficult to understand.

There is a disturbing self-amplifying feature here. The lower the quality of the graduate student, the less able the student is to formulate and direct the research, the more the professor becomes identified with the project. Thus there is very little chance that something will go wrong in the work that can or will be ascribed to the student. Thus the poorer the student, the more nearly guaranteed graduation and receipt of the advanced degree.

The problem arises most specifically at the point when the thesis has been written, and the examination procedure has begun. In the last 10 or 15 years, many universities have instituted complex systems of external examination and of make-up of oral defense committees. These systems were meant to avoid the abuses of the old situation where the research adviser was the sole arbiter. While the new arrangements give the appearance that corruption is not possible, in fact they are not working.

The problem is the close identification between the adviser and the project, for the reason given above and for other reasons.

I do not know the cure for the overall problem. I do know that the present thesis examination procedure guarantees poor results, i.e., poor work gets through. This portion of the problem is entirely under the control of the Deans of Graduate Studies of our universities. They could immediately enunciate the following policy:

1. When it has been decided that adequate research has been done, the student will in effect go into seclusion for the writing of the thesis. He will not seek or obtain help from the research adviser or from anyone else. He can consult previously accepted theses and journal articles to obtain ideas on format, depth of coverage, and style.
2. When the student has completed the first draft of the thesis, it will be typed, duplicated, and sent out simultaneously to the adviser and to the members of the oral defense committee and to any external examiners not on the committee.
3. Students must realize that some theses will not be acceptable no matter how much time has been put into them, that in such cases no degree will be granted, and that no stigma will be attached to the adviser if this occurs.

Institution of this procedure would go a long way toward development of professional standards in graduate education, with a resulting reduced flow and better quality of holders of new master's and doctoral degrees.

Edward J. Farkas
Dept. of Man-Environmental Studies
University of Waterloo

Amnesty International

Set them free

No Freedom To Vote No

by Jean Sonnenfeld

When Dr. Kyaw Than of Burma visited Windsor recently, he told a group of academics that he had lunched the day before in Ottawa with some parliamentarians. They invited him to attend Question Time in the House of Commons to see democracy at work. Hoots of laughter from the academics, and the comment, "Democracy at play!" Dr. Than responded, "I was waiting for you to laugh. But do you realize that it is not possible in many countries of the world to stand up and question a cabinet minister about his policies?"

In the African country of Mali, Ibrahima Ly, a 40-year-old mathematics professor at the Ecole Normale Supérieure, has been in prison since June 8, 1974, because of the part he played in urging people to vote "no" in a government-sponsored referendum. Along with 14 other people he was accused of writing and distributing a tract entitled **La Farce Electorale du 2 juin 1974**. The tract urged the people to vote "no" in a referendum called by the Military Committee for National Liberation (CMLN) to approve a new constitution. This event was supposedly the first step towards the restoration of civilian government.

The CMLN came to power in 1968 after a military coup headed by Colonel Moussa Traoré, which overthrew the government of the civilian President Modibo Keita.

The 1974 constitution incorporated two articles which provoked particular opposition. Article 76 prohibited any person who had held any political or economic responsibility under President Keita's government from engaging in political activity. Article 78 provided for the constitution to come into effect only when the military committee handed over power to a civilian government which was expected to be within five years.

Mr. Ly, together with the others arrested with him, was reportedly ill-treated during interrogations and before his transfer to a prison in the far north of Mali.

After ten months' detention, they were brought to trial in April 1975 and charged with subversion in connection with the production and distribution of the pamphlet.

Most of the accused, including Ibrahima Ly, were sentenced to 4 years' imprisonment. Mr. Ly is believed to be serving his sentence at Niomo prison, where he was transferred from Bamako in 1976.

If, like the Windsor academics, you both value and take for granted your freedom to question your government or to vote against it, you are urged to send a courteously worded letter (in French if possible) appealing for the release of Ibrahima Ly to: Son Excellence Colonel Moussa Traoré, Président du Gouvernement et Chef de l'État, Bamako, Mali, and also to: Mr. Alpha Amadou Diaw, Counsellor, c/o Embassy of Mali, 2130 R Street NW, Washington, D.C. 20008, U.S.A.

Amnesty International news items of particular interest to academics appear regularly in the CAUT Bulletin. The space is made available to Amnesty International by the CAUT as an indication of the support the CAUT extends to AI and its aims. Support of particular cases is a matter for individual conscience on the part of CAUT members.

The University of Manitoba
Faculty of Architecture

Head of Department
INTERIOR DESIGN

There are currently 300 students enrolled in the four-year BID degree program.

Applications, including curriculum vitae and names of three referees, should be sent to
J. M. Anderson, Dean
Faculty of Architecture
The University of Manitoba
Winnipeg, Manitoba, Canada
R3T 2N2

Closing date: June 30, 1977

University Centennial Year 1877 1977

Peer Evaluation Salary Study Results in Adjustments for Women.

by I. Cinman

More than $100,000 in salary adjustments was distributed by York University to women of that university's full-time staff last year. 93 of the 149 women whose salaries were reviewed by a University Senate Task Force on the Status of Women, received salary adjustments ranging from $600 to $1200.

The wage adjustments were the result of a three-year research programme dealing with all aspects of the status of women faculty, students, the administrative and support staff of the University, and included the problems of day care and councelling.

The Committee, charged with reviewing the salaries of women faculty members teaching full-time and to recommend to the President specific salary adjustments for individual women was an offshoot of the University Senate Task Force. It was headed by Professor Jane Banfield Haynes, Advisor to the President of York University on the Status of Women.

Other Task Force members were Professor Brian Bixley, Economics, Glendon College; Professor Alice E. Cortney, Administrative Studies; Professor Gwenda E. Echard, French Literature; Adrienne Harris, Psychology; Kathryn Koenig, Associate Dean of Arts; Hugh Parry, Master of Founder College and Professor Ann B. Shteir, Department of Humanities.

The recommendations for salary adjustments were accepted by the University's President following the committee's report. The Committee used a peer evaluation technique, since it felt that other methods, statistical analysis for example, were inappropriate due to the paucity of University-wide data.

The data reviewed by the Committee was provided by women and male peers who have been chosen by women and departmental chairmen. In all cases, the salary was the base academic salary, exclusive of stipends, honoraria, etc.

The recommended adjustments were paid out of a special university fund separate from the regular faculty salary account. Once adjusted, the salaries became an integral part of Faculty and Departments salary budget for the next academic year and succeeding years.

During its investigation, the committee discovered that a number of full-time female faculty members and male instructors were entitled to certain amounts of back pay. However, in view of the committee's terms of reference it was unable to deal with the issue of back pay specifically. Nevertheless, the Committee recommended that the University set aside a sum of money to provide two years back pay to faculty members entitled to such funds.

The Committee was not in a position to deal with the question of decisions on promotion and tenure being based on sex, which is not to say that possible abuses in this area did not exist.

Along with a recommendation for salary adjustments, the committee also urged the University to continue collect accurate and reliable data necessary to make decisions on faculty salaries; to publish and make widely available an analysis of such data and to continue the practice of setting aside funds for correcting salary anomalies.

The committee also called on the University to establish a salary appeal and salary review body and to undertake a systematic review of salaries within the university every five years.

Growing Pains at Athabasca University

by Ron Lowe

Created in 1970 by Alberta's Social Credit government, Athabasca University was intended to provide undergraduate degree programs primarily in arts, science and education. However, with the election of Alberta's present Conservative government and changing enrolment trends in universities, Arthabasca's mission changed dramatically.

In 1972, a three to five year pilot study was initiated (modelled after Britain's "open" university) in which Athabasca maintains an open-admissions policy. The concept is intended to respond to students who might be denied access to Alberta's three other universities because of geographic location and/or inadequate formal education.

Following a three year experiment, Athabasca was granted permanent status in November of 1975. Legislation is planned to bring Athabasca under the Universities' Act in the 1977 legislative session.

In contrast to the University of Alberta's prominent riverbank location, Athabasca University may be found (and not easily) in the midst of one of Edmonton's busy industrial complexes, virtually surrounded by the heavy industry that characterizes Alberta's resource economy. Its campus consists of one small building and due to a shortage of space, part of the university is located several miles away in part of a warehouse. Unlike other universities, there are no classrooms — none are needed.

Athabasca maintains approximately 1,000 course enrolments. Although primarily residents of Alberta, its students also come from other provinces and there are even a few on northern Vancouver Island. Athabasca also acts as a credit coordinating agency where students may assemble credits from other institutions and complete undergraduate degree programs. Among its accomplishments, is the development of innovative learning alternatives through carefully designed home learning packages and related support activities. Teamwork in course development is emphasized and this policy will undoubtedly help to improve teaching skills for the faculty involved. The results of their work may well benefit other provinces as well as Alberta.

But alas, there is no faculty club!

Athabasca has few similarities to other Canadian universities. At the present time, there are no faculty ranks. Tenure does not exist, at least for the academic staff. Sabbaticals are theoretically possible after three years and are very desirable in such a university. However, no one has received a sabbatical (few have even applied) and the applicant must be able to demonstrate that the proposed research will benefit the university.

As a criteria for evaluating faculty, research appears to have little importance. Time commitments to teaching and to a lesser extent community service, make research almost impossible. The university has a unicameral government and consequently there is no forum (e.g. general faculties council) for faculty to voice their concerns except on the Governing Authority. Faculty presence on the Governing Authority is limited.

Reorganization proposals from a Presidential Task Force are currently being discussed, and there are rumors of limited-term contracts for all faculty. Athabasca may even be the first university in Canada with no faculty members as the experimentation continues. Only time will tell.

Hold off Fee Increases for Foreign Students, CAUT Urges Provinces

Before raising fees for foreign students, provincial governments should first wait for the conclusion of certain studies to determine appropriate policies for this politically dangerous move. This was the general attitude among delegates when the CAUT Board discussed differential fee structures at its meeting in Ottawa last month.

The Board urged provincial governments, particularly those of Alberta and Ontario, where demands for differential fees are most strident, to at least postpone the introduction of increased fees for foreign students until such time as several studies which are underway will provide some basis upon which to create uniform policies across the country, rather than the present piecemeal approach to fee differentials or quotas.

The CAUT said that it appears that the government of Ontario and Alberta developed their respective policies on foreign students without sufficient information.

The Joint Parliamentary Committee on Immigration found that "neither the federal nor the provincial governments have foreknowledge of, or control over the number of students accepted by educational institutions." Clearly this is a situation that cannot be tolerated very long given the public's legitimate concerns with soaring costs of many government programs. Merely raising fees, however, will not solve this problem and may well harm many foreign students who otherwise could not afford to come to Canadian universities.

At this time several universities (Laurentian, Trent, McMaster, Alberta and others) have refused to raise fees, others are reviewing the governments' demands and a few others have reluctantly bowed to government pressure.

Governments, of course, have a duty to be concerned with the costs of various government programs; however, the public has the right to expect their governments will not over-react to a variety of unsubstantiated charges such as that foreign students are taking university seats from qualified Canadians; that foreign students come to Canada merely to seek landed immigrant status which is impossible under the current immigration regulations; or that foreign student costs are out of line with the educational benefits that Canadian students derive from association with foreign students.

These are surely legitimate concerns. But no reliable information exists at present which would allow anyone to give very definite answers on any of these charges. The studies now underway by the Council of Ontario Universities and the Canadian Bureau of International Education will help provide some of the means for checking their validity.

Until these studies are completed CAUT Board urged the governments involved to rescind the demand for fee increases for foreign students. By doing this they will avoid the possibility of confrontation with the universities that will do no one any good.

The Ontario government estimates that it costs about $5,000 to educate each foreign student in Ontario institutions. Undoubtedly the cost side of educating foreign students is not insignificant. There are several entries, however, on the credit side of any foreign student balance sheet. For example, on the basis of present information foreign students probably spent somewhere in the neighbourhood of $100 million in Canada last year. As foreign students must be able to support themselves and very few of them are sponsored by Canadian sources, a sizeable amount of this estimated $100 million must be coming from foreign sources. Another entry on the credit side: many Canadian students go abroad for their university education; and prior to the expansion of the universities in the late sixties proportionately even more went. Is it fair to introduce a fee differential now that the pendulum is swinging the other way? The third entry is difficult to attach a dollar amount to; this entry results from the priceless contact between foreign students and Canadian students.

FACTS AND FIGURES: Figures on foreign students are notoriously unreliable. The figures presented below at best give some sense of the proportions of foreign students to Canadian student, both at home and abroad.

According to Manpower and Immigration figures foreign students have increased by 17% between 1967 and 1975. This compares with the over 40% enrollment in universities in the same period. Foreign students as a percentage of total students appears to have declined from 6% to 5%.

In 1973 alone some 3,353 Canadians were admitted to U.S. universities to pursue graduate studies. In 1975 it is estimated that some 10,396 Canadians were studying at American post-secondary institutions.

In 1975 it is estimated that nearly 13,000 Canadians were stydying in foreign post-secondary institutions. This compares to the estimated 24,000 foreign students in Canada at post-secondary institutions in the same year.

	FOREIGN STUDENTS AT (1) CANADIAN UNIVERSITIES	CANADIANS AT FOREIGN (2) 3RD LEVEL INSTITUTIONS
1967-68	14,987	14,179
1968-69	15,433	15,664
1969-70	15,456	15,067
1970-71	13,343	12,868

(1) Statistics Canada and Manpower and Immigration
(2) UNESCO and A.U.C.C.

AAUP Censured Universities

Alabama State University (Winter, 1961, pp 303-309)	1962
South Dakota State Colleges and Universities under South Dakota State Board of Regents (Autumn, 1961, pp. 247-255)	1962
Censure was voted specifically on the Board of Regents of Education of the State of South Dakota, for action by the Regents with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers	
Grove City College (Spring, 1963, pp 15-24)	1963
College of the Ozarks (Winter, 1963, pp. 352-359)	1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers	
Nebraska State Colleges (Winter, 1964, pp 347-354)	1965
Censure was voted specifically on the governing board, currently entitled the Board of Trustees of the Nebraska State Colleges, for action by the Trustees with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers	
Amarillo College (Autumo, 1967, pp 292-302)	1968
Texas A & M University (Winter, 1967, pp 378-384)	1968
Southern University and Agricultural and Mechanical College (Spring, 1968, pp 14-24)	1968
Troy State University (Alabama) (Autumn, 1968, pp 298-305)	1969
Northern State College (South Dakota) (Autumn, 1968, pp 306-313)	1969
Fraok Phillips College (Texas) (Winter, 1968, pp 433-438)	1969
Ceotral State Uoiversity (Oklahoma) (Spring, 1969, pp 66-70)	1969
Detroit Institute of Technology (Spring, 1969, pp 79-85)	1969
Southeastero Louisiana University (Autumn, 1969, pp 369-373)	1970
Oklahoma State University (Spring, 1970, pp 62-72)	1970
Laredo Juoior College (Texas) (Winter, 1970, pp 398-404)	1971
Southero Arkaosas University (Spring, 1971 pp 40-49	1971
Grambling State University (Louisiana) (Spring, 1971, pp 50-52)	1971
Tennessee Wesleyan College (Spring, 1971, pp 53-57)	1971
Onundaga Community College (New York) (Summer, 1971, pp 167-174)	1972
University of California (Autumn, 1971, pp 382-420)	1972
Censure was voted specifically on the Regents of the University of California for action by the Regents with respect to a case which occurred at the University of California, Los Angeles. Censure was not directed against the local or central administrative officers.	
Armstrong State College (Georgia) (Spring, 1972, pp 69-77)	1972
Ohio State University (Autumn, 1972, pp 306-321)	1973
Marshall University (West Virgioia) (Autumn, 1972, pp 322-329)	1973
University of Missouri, Columbia (Spriog, 1973, pp 34–45)	1973
Queensborough Community College of the City University of New York (Spring, 1973, pp 46-54)	1973
Southern Illioois University at Carboodale (Spring, 1973, pp 63-72)	1973
Colorado School of Mines (Spring, 1973, pp 73-79)	1973
East Tennessee State University (Spring, 1973, pp 80-85)	1973
McKendree College (Illinois) (Spring, 1973, pp 86-92)	1973
Rider College (New Jersey) (Spring, 1973, pp 93-100)	1973
Camden County College (New Jersey) (Autumn, 1973, pp 356-362)	1974
Bloomfield College (New Jersey) (Spring, 1974, pp 50-66)	1974
Voorhees College (South Carolioa) (Spring, 1974, pp 82-89)	1974
The Virgioia Community College System (Spring, 1975, pp 30-38)	1975
Concordia Seminary (Missouri) (Spring, 1975, pp 49-59)	1975
Houston Baptist Uoiversity (Spring, 1975, pp 60-64)	1975
Elmira College (New York) (Spring, 1975, pp 65-73)	1975
Murray State University (Kentucky) (Winter, 1975, pp 322-328)	1976
Arizona State University (Spring, 1976, pp 55-69)	1976
St. Mary's College (Califoroia) (Spring, 1976, pp 70-77)	1976
Blion College (Texas) (Spring, 1976, pp. 78-82)	1976
Marquette University (Spring, 1976, pp 83-94)	1976

Investigations by the American Association of University Professors of the admioistrations of the several institutions listed above show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom aod tenure endorsed by this Association, the Association of Americao Colleges, and other professiooal and educational organizatioos. Endorsers of the 1940 *Statement of Principles on Academic Freedom and Tenure* may be found in the Autumn, 1976, issue.

The above list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

Placiog the name of an institution on this list does not mean that ceosure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" iocludes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in questinn.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles vinlated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Sioce circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members, it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from the Association's Washington office and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decisinn.

The ceosured administrations, with dates of censuring, are listed above. Reports were published as indicated by the parenthesized *Bulletin* citations. Reference should also be had to "Developments Relating to Censure by the Associatinn" in the spring, 1976, issue and to "Report of Committee A, 1975-76" in the summer, 1976, issue.

THE CANADIAN COUNCIL ON SOCIAL DEVELOPMENT...

— Is Canada's national, nongovernmental, nonprofit, social policy development and promotion, citizen's organization.

— Is preparing its annual meeting and conference to be held September 25, 26 and 27, 1977. The tentative theme of this gathering is to be Social Policies and Jurisdictional Alternatives.

— Is seeking interested academics and specialists in the social policy areas of income security, personal social services, housing, and health to participate in the September conference as speakers, resource people, and by preparing and presenting background papers.

If you are interested please contact:

Philip Rosen
Conference Co-ordinator
The Canadian Council on Social Development
55 Parkdale Avenue
Box 3505, Postal Station C
Ottawa, Ontario
K1Y 4G1

Telephone: (613) 728-1865

Western Report

Ron Lowe (CAUT Edmonton)

British Columbia

Budget Shortfalls and Tuition Increases

Universities in British Columbia will receive $184.5 million in 1977-78, almost $10 million less than requested. The University of British Columbia has been allocated $111.3 million but had requested $126.2 million and has proposed tuition fee increases to lessen the impact of the shortfall. Increases in tuition of 25% have been scheduled for students in arts and education. Students in medicine, dentistry, pharmacy, law and engineering will face increases of 30%.

The Board of Governors at Simon Fraser has decided to raise fees for all students by 25% to offset on shortfall of $4.2 million. The raise will apply to students taking 15 or more credits. The University of Victoria received $3.3 million less than requested and will raise tuition fees 20 to 25% in September.

Consulting Activities Attacked

A recent series of articles in the *Vancouver Sun* have publicly attacked the University of British Columbia's Dean of Applied Science for his involvement in outside consulting activities and the fees earned in addition to his academic salary. The articles were the result of a four-month investigation and made extensive use of confidential letters and documents. University policies were also challenged for allegedly failing to place limits on non-university activities and to provide mechanisms for recovering costs when university equipment or support staff have been used.

In response to the publicity generated by the newspaper reports, the Minister of Education has requested the universities to provide him with their policies concerning "non-university remuneration for faculty and staff members" and has also asked for disclosure of faculty who receive income from non-university occupations. In addition, the Minister has requested the Universities' Council of British Columbia to study the question of "additional employment and remuneration." The Universities' Council is the provincial agency responsible for making recommendations concerning university budgets and for distributing grants among the three universities.

Alberta

1977-78 Arbitration Award

A recent arbitration award at the University of Calgary has determined salary and fringe benefit increases for 1977-78. The revised salary scale for Instructors is $13,100 - $18,300 (minimum increase 7%), Assistant Professors, $17,800-$23,400, Associate Professors, $21,908-$30,500, and Full Professors, $29,061 with no ceiling. Increments were also modified. The Professional Development Expense Allowance was increased to $260 from $216 and the Staff Travel Fund was raised by $29,500 to $225,000.

Banff School of Fine Arts and Continuing Education/Banff Centre

The government of Alberta is planning to enact legislation that would establish Banff Centre as an autonomous institution, severing its present affiliation with the University of Calgary. Banff Centre will not be a degree granting institution, but will offer programs on a year-round basis with an emphasis on the performing arts.

Student Quotas

The University of Alberta's Board of Governors has approved student admission quotas for 1977-78. The restrictions remain virtually the same as for 1976-77 and will effect Business Administration and Commerce, Dentistry, Engineering, Nursing and other specialized programs.

Saskatchewan

Representation Vote Ordered

The Saskatchewan Labour Relations Board has ordered a representation vote at the University of Regina. Members of the proposed bargaining unit (academic staff, professional librarians and lab demonstrators) voted on whether they wish the faculty association to be certified as their bargaining agent in negotiations with the university. The results of the voting, announced early last month were: out of 325 eligible voters 253 cast ballots; 200 of those voted in favour, 58 voted against and one ballot was spoiled. Overall, 80% were in favour of faculty association certification.

Saskmedia Dispute Continues

In spite of recent approaches to the Saskmedia Board of Directors, the Saskatchewan Association of Artists and Educators (faculty associations at the University of Regina and Saskatchewan, CAUT and ACTRA) has been unsuccessful in obtaining agreement to commence negotiations. The Minister of Continuing Education, D.L. Faris, has been requested to intervene and arrange a meeting with the SAAE and Saskmedia.

Manitoba

Meeting with Premier Schreyer

Three representatives from the University of Manitoba Faculty Association met with Premier Schreyer on March 28. Also in attendance was the Minister of Education and the Chairman of Manitoba's Universities' Grants Commission. Agenda items for the meeting included the Fiscal Arrangements Act, meetings of the Council of Ministers of Education, differential tuition fees, meetings of the Universities' Grants Commission and proposed amendments to Manitoba's Human Rights Act.

Many wish to remain professionally active

Inflation-Eroded Pensions Major Worry For Retired University Professors

by I. Cinman

Do retired university professors, like old soldiers, just slowly fade away? Perhaps a few do, but many don't want nor do they intend to.

Judging by a recent survey commissioned by the CAUT, far from content with being put out to pasture, retired university teachers show deep interest in continuing intellectual and academic work; many are eager for academic employment — part-time, paid or voluntary; a number feel that their interests as a group would be best served through continued affiliation with a national professional body — the CAUT; almost all show a genuine concern about the declining effectiveness of university pension plans; and the majority finds that with more time available for leisure, increasing costs of travel and recreation prevent many from participating fully in such activities.

Released in Ottawa at the CAUT Board meeting, March 26, the report, prepared by the Retired University Teachers Committee as a New Horizons Project showed that significant portion of those professors polled wished to continue their academic interests after official retirement. Though their concerns were varied, they generally fell within such activities as individual study, part-time teaching, consultant work, research, attendance at seminars and publication.

Academic work

The most frequently cited concern was that the universities make certain facilities available to retired academics who wished to continue to do academic work. The facilities most often mentioned were office or laboratory space, library facilities, information concerning seminars and professional meetings and limited typing and secretarial services. Moreover, several retirees were concerned that they did not have as much chance as regular staff members to qualify for research grants from the various granting agencies. The report states that these retired professors felt very strongly about such discriminatory treatment.

Many retired professors polled for the study suggested that the CAUT urge universities to encourage retired professors (those who are able and willing) to continue to serve on a part-time or temporary basis. Equally, they felt that the CAUT should be instrumental in encouraging the university to provide retired professors who wished to pursue their academic interests with a pass or some form of authorization to allow retired professor access to university libraries across Canada.

Travel and Recreation

Over one-half of those canvassed agreed that after retirement recreation and travel took on new importance and popularity. But the high cost of such activities and inadequate financial resources put this pretty well out of reach for many.

The problems lay in finding good quality accommodation at reasonable prices as well as making arrangements for subject oriented tours, emphasizing cultural, social and educational interests. Many felt the need for broader range of information on group travel packages and chartered flights at considerable savings, including the availability of medical care and access to financial assistance normally provided by universities, learned societies and arts councils for attendance at conferences.

Pensions and Inflation

But the most notable concern was directed towards the deepening economic problems retirees face — the erosion of the purchasing power of pensions by inflation. In many cases, the study discovered, this erosion is aggravated by such factors as a low basic pension resulting from years of service at a low salary and lack of, or inadequate, indexing.

Some typical statements on the problem were: "Those of us who retired ten years, or more ago are necessarily drawing on pension based on earnings that were low — and our annuity scales reflect both the low salary scales of the 39's, 40's and 50's, and the inadequate employer contributions of that period to the annuitant's equity. This, plus the erosion of values due to inflation and the general rise in living costs, places a very heavy burden on many of us.

"Faculty members retiring from the University of — prior to 1965 have inadequate pensions. Widows of faculty members are in many cases inadequately provided for if the spouse died before 1965 or before retirement. Faculty members have no cost of living increases built into their pension plan."

Moreover, retired academics were particularly concerned about the absorption into a university's pension plan of increases in Canadian Government Annuities, Canadian pension plans benefits, and TIAA benefits, coupled with a low rate of indexing. Of equal importance, the study proved, was the practice of ex gratia cost of living and other pension payouts rather than systematic indexing.

The Committee responsible for the report was made up of 12 academics, ten of them retired. It urged the CAUT to seriously examine the status and provide assistance to retired professors. The Committee also urged the Association to maintain and update a registry of retired university professors, provide for continuing membership in CAUT for university teachers who were members of the Association before retirement, at minimal or reduced fees, and that the CAUT give retired professor, as a group, representation on the Board of Directors of the Association.

The CAUT Board agreed on the need for such measures, voting in favour of the first three, while deferring its decision on representation. The Board directed the CAUT President to strike a committee which would examine the methods which would best be used in implementing the RUTC recommendations and report its findings to the Board.

Restructure... from p. 1

economic benefits, research services and lobbying efforts.

Many, particularly but not exclusively those from smaller universities directly serviced by CAUT regional officers, felt resentment at the possibility of losing services attuned to area interests and proven effective, because of the view that a fee increase "could not be sold to the membership at the present time".

The motion to close the offices, reevaluate their effectiveness, ascertain whether a fee increase to fund regional offices would be supported by member associations and to issue a report on this for the Board in October 1977 was passed following a lengthy and at times emotional debate.

Defense Fund

In other sessions, the Board approved, in principle, a proposal to create a national defence (strike) fund. The fund must receive final approval from the Council, when it meets in May.

University faculty associations would be able to contribute to the fund on a voluntary basis. The delegates agreed that the fund would be financed through promisary notes from each local. The onus on participation would be on local associations. The promisory notes would be called in as the need arises.

Canadianization

The question on non-Canadians teaching in Canadian universities was also discussed as the Board reviewed and approved the passage of the proposed preamble to the CAUT Guidelines on Canadianization and the University.

There was general consensus as to the spririt of the document, which urges the Canadian university community to concern itself with offering qualified Canadians greater opportunities for employment at this country's universities.

The document referred to the need for broader dissemination of information about academic vacancies through advertising in the CAUT Bulletin and University Affairs, by formal and informal employment services, including government departments of manpower and labour. But the document cautioned that appointments should not be made on the basis of personal contacts only.

More important, the document specified that departmental appointment of an individual who is not a Canadian citizen or legally a resident of this country to a teaching post should be justified to a university or a faculty appointments committee.

The document on Canadianization acknowledged the perception of the important role the university is expected to play in the development of national identity. Moreover, since the faculty are expected to contribute to this achievement as individuals they ought to be familiar with the Canadian experience. They should also be fully committed to work to achieve these goals.

Equally important, the document went on to state, is manpower planning for the future. Close cooperation between academic, professional and government agencies would result in forward looking manpower resource planning and distribution. Such measures would also allow individual graduate students to enter the labour stream. They will also provide universities with better opportunity to encourage Canadian talent in areas where manpower needs are perceived to be greater through the development of adequate graduate programmes in those areas.

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Publish and Perish

by Al Fresco

As I was sitting one late Saturday afternoon and contemplating the dusk descending over white masses of snow, I felt bored. It is the time of the year; unless you ski or imbibe there is nothing else to do. When I was first employed in our university nobody told me to do research and now it is too late to start on a new dodge. So, the old man's fancy inevitably turned to the contemplation of university affairs. For some of these I am too old to participate actively, while for others I am too junior. Still, the periodic recurrence of the feeling of an impending crisis is again upon us. Crisis in this university has a special significance. It is a kind of a pre-Easter neurosis when senior administrators acquire a peculiar solemn and foreboding expression, while the activists on the campus relate horrific tales of widespread numerical and literate incompetence. We, the smaller fry, at this time shiver in our boots at the possibility of being thrown to the dogs, only soon to discover that all has been a mid-winter dream, devoid of reality. One time the crisis was so substantial that we managed to get two wage increases in one year! That zenith has never been surpassed again since it was avoided by the hard effort of our administration in their successive hirings of numerous new faculty to teach the non-existent new students, to mop up the recurrent surplus and no doubt to add to the horticultural amenities of private gardens of the capital city. Alas an unconscious error has been committed in admitting some of the younger faculty, who indulge in the esoteric practice of scholarship — whatever that is! Therefore it has become necessary to spend more money than was originally anticipated. Some of the younger whipper snappers started writing manuscripts and asking for secretarial and technical assistance. No matter how often they were told that in our days telephones were under lock and key in the office of the Head of Department, they insisted on ringing up their distant cohorts about matters concerned with research! In philistine outfits such as departments of science and even engineering, new chairmen (an obscurantist term for elected heads) began to mutter darkly about the need of spending on instruments rather than on new deans.

The result of all this frenzied activity, unbecoming and elitist as it is, has produced a most unfortunate consequence. The expenditure rose spectacularly and so fast that even the institution of a new and prestigeous P.R. office has not resulted in new funds. Our splendid propaganda fell on deaf ears and despite our playing by the ear the small disadvantages of the annual crises with a lower case c accumulated to precipitate what looks for the first time a real crisis with a capital C. What to do? While its immediate impact can hardly be deflected, something can be done to ameliorate its long range effect. I suggest that we should start weeding out all the research-minded scholars from our midst. The pressure can be both relentless and subtle. We can start by decreasing sharply the annual support to those departments where new faculty partake in excessive research. If we manage to achieve their voluntary or, if necessary, involuntary exit we will save a lot of their salaries. It may be said that such a policy would entail all the foremost established savants leaving the University too. Surely, that would be all to the good, because these fellows are too expensive for us. We should not try competing with the Ivy League but reconcile ourselves with the standards of the Maritimes. It has been calculated that a really research-minded professor costs our university at least twice his salary in graduate students, secretaries, administration, equipment, etc. Get rid of him, and of a half a dozen like him, and you save $400,000 — enough to pay for the subsidy on the residences. It is no good telling me that these researchers import a lot of research money into the institution, since the funds thus obtained are expended on visits to libraries, black box machinery and smelly chemicals; the benefit to you and me is nil. A real anti-scholarly effort may have a nationally significant academic outcome. We may reverse or rather modify the trend of the century, by propping up a new slogan: Publish and Perish. Then and only then will we fractionate the Crisis of this year into numerous small recurrent crises that would serve as reminders of how dangerous it is to pursue the ellusive, nay heretical, concept of academic excellence.

CAUT Bulletin invites similar contributions from readers who like Dr. Fresco have discovered that a contemplatative state of mind is preferable to the more mundane academic activities of teaching and research.

The above submission was forwarded to the Bulletin by one of our readers at an Eastern-Canadian university. He was unsuccessful at establishing the author's identity, given that the University's Vice President Administration claims that there are 495 faculty members while the Vice President Academic states that there are 580. Perhaps Dr. Fresco is one of those whose existence is in contention.

Chairman

Department of Clinical Dental Sciences

UNIVERSITY OF ALBERTA

Men and women are invited to apply for the position of Chairman, Department of Clinical Dental Sciences. Departmental programs include preclinical and clinical undergraduate and graduate teaching.

The Chairman shall be the chief executive officer of the Department for an initial five year term. Rank and salary will be commensurate with experience and qualifications. Applicants should be eligible for licensure in the Province of Alberta. Intramural private part-time practice is available. The position available will be commencing July 1, 1977.

Enquiries and applications should be forwarded to:

**D.M. Collinson, Acting Dean and
Chairman, Selection Committee,
Faculty of Dentistry,
University of Alberta
Edmonton, Alberta, T6G 2N8**

Chairman

Department Of Community Dentistry And Manpower Development

UNIVERSITY OF ALBERTA

Men and women are invited to apply for the position of Chairman, Department of Community Dentistry and Manpower Development, Faculty of Dentistry, University of Alberta.

The Department presently has full undergraduate programs in Dental Hygiene, Preventive and Community Dentistry and Dental Auxiliary Utilization including external programs.

The Chairman shall be the chief executive officer of the Department for an initial five year period. Rank and salary will be commensurate with experience and qualifications. Applicants should be eligible for licensure in the Province of Alberta. Intramural private part-time practice is available.

Enquiries and applications with curriculum vitae should be forwarded to:

**Dr. D.M. Collinson, Acting Dean and
Chairman, Selection Committee,
Faculty of Dentistry,
University of Alberta
Edmonton, Alberta, T6G 1N8**

SUMMARY DATA ON UNIVERSITY TEACHER SALARY SCALE MINIMUMS, BY PROVINCE AND BY INSTITUTION, 1976-77

DONNÉES SOMMAIRES RELATIVES À L'ÉCHELLE DES TRAITEMENTS MINIMUMS DES ENSEIGNANTS DANS LES UNIVERSITÉS SELON LA PROVINCE ET L'ÉTABLISSEMENT, 1976-77

Province and Institution Province et établissement	Full Professor Professeur titulaire	Associate Professor Professeur agrégé	Assistant Professor Professeur adjoint	Rank immediately below assistant professor Rang immédiatement sous celui de professeur adjoint.
Newfoundland - Terre-Neuve:				
Memorial University	21,500	17,500	13,800	11,250
Prince Edward Island - Ile-du-Prince Edouard:				
University of Prince Edward Island	26,107	20,572	15,828	12,644
Nova Scotia - Nouvelle-Ecosse:				
Acadia University	20,500	16,200	13,000	10,250
College of Cape Breton (1)	20,500	16,800	13,400	10,600
Dalhousie University	21,000	16,500	13,000	9,000
University of King's College	Not available - non disponible			
Mount Saint Vincent University (2)	23,195	18,844	14,171	11,597
Nova Scotia College of Art & Design	Not available - non disponible			
Nova Scotia Technical College	—	—	—	—
St. Francis Xavier University	24,000	18,000	13,000	11,000
St. Mary's University	Not available - non disponible			
Collège Sainte-Anne	—	19,100	14,840	12,320
New Brunswick - Nouveau-Brunswick:				
Université de Moncton	23,520	18,795	14,650	12,025
Collège Saint-Louis-Maillet	19,635	16,433	15,058	12,471
Mount Allison University	24,500	18,550	14,000	11,500
University of New Brunswick	24,170	18,928	14,560	12,480
St. Thomas University	Not available - non disponible			
Quebec:				
Bishop's University	Not available - non disponible			
Concordia University(2)	25,324	19,799	15,348	12,125
Université Laval	Not available - non disponible			
McGill University	25,700	19,900	15,650	12,500
Université de Montréal	Not available - non disponible			
École Polytechnique(2)	29,206	22,751	17,876	14,175
École des Hautes Études Commerciales	Not available - non disponible			
Université du Québec(2)	23,769	19,652	15,673	12,146
Université de Sherbrooke	Not available - non disponible			
Ontario:				
Brock University	25,460	19,875	15,770	12,420
Carleton University	Not available - non disponible			
Guelph University	26,500	20,800	16,400	13,500
Lakehead University(3)	24,510	19,895	16,020	13,620
Laurentian University of Sudbury/ Université Laurentienne de Sudbury(3)	27,441	21,710	17,389	13,926
Algoma College	Not available - non disponible			
Collège de Hearst	—	—	—	16,830
Nipissing College(4)	25,200	20,720	Arts 15,680 Education 22,131	11,985
McMaster University	25,400	20,000	15,500	12,500
Ontario Teacher Education College(5)		19,968		
University of Ottawa / Univ. d'Ottawa	25,562	19,803	15,396	11,964
Université Saint-Paul	20,872	17,394	15,435	12,036
Queen's University	Not available - non disponible			
Ryerson Polytechnical Institute	Not available - non disponible			
University of Toronto	24,600	18,500	15,000	12,400
Ontario Institute for Studies in Education	Not available - non disponible			
University of St. Michael's College	24,600	18,500	15,000	12,400
University of Trinity College	24,600	18,500	15,000	12,400
Victoria University	Not available - non disponible			
Trent University	25,200	19,700	14,900	11,900
University of Waterloo	27,000	20,600	15,900	
University of Western Ontario	25,000	19,000	16,000	13,000
Wilfrid Laurier University	26,350	20,150	15,500	12,355
University of Windsor	Not available - non disponible			
York University	Not available - non disponible			
Manitoba:				
Brandon University	Not available - non disponible			
University of Manitoba(3)	25,560	19,990	15,300	12,020
Collège de Saint-Boniface(6)	15,000	12,572	11,908	11,105
University of Winnipeg	25,525	19,900	15,500	
Saskatchewan:				
University of Regina	27,137	20,848	15,885	12,474
University of Saskatchewan	Not available - non disponible			
Alberta:				
University of Alberta	28,360	21,543	16,587	12,981
University of Calgary (other than medicine/autre que médecine)	27,160	20,475	16,630	13,100
University of Calgary (medicine/médecine)	31,685	23,885	19,235	15,120
University of Lethbridge	Not available - non disponible			
British Columbia-Colombie Britannique:				
University of British Colombia	23,000	17,200	13,900	11,500
Notre Dame University of Nelson				
Simon Fraser University	26,928	21,878	16,828	15,818
University of Victoria	25,250	19,775	15,550	12,250
Department of National Defence/ Ministère de la défense nationale:				
Canadian Military Colleges/ Collèges militaires canadiens	27,600	22,000	17,000	10,530

(1) Scales are as of July 1, 1976 and subject to adjustments monthly. - Les échelles de traitements sont effectives au 1er juillet 1976 et sont sujettes à des ajustements mensuels.
(2) Scales are not final. - Les échelles ne sont pas finales.
(3) Subject to approval by Anti-Inflation Board. - Sujettes à l'approbation de la commission de lutte contre l'inflation
(4) Scales for teachers in Education are final; others subject to approval by Anti-Inflation Boards - Les echelles des enseignants en éducation sont finales; les autres sont sujettes à l'approbation de la Commission de lutte contre l'inflation.
(5) No rank structure. - Il n'existe pas une structure de rangs professoraux à cet établissement.
(6) Scales are not final. Salaries and rank structure currently being negotiated - Les échelles ne sont pas finales. Les traitements et la structure des rangs professoraux sont en négociation.

University of Saskatchewan
College of Education

Department Head Vacancies

The College of Education at the University of Saskatchewan invites applications and nominations for the positions of Department Head in the Departments of Curriculum Studies, Educational Administration, and Educational Psychology. The College currently enrols more than 2,400 students in a variety of teacher education programs leading to provincial teacher certification and to the Bachelor of Education (through both concurrent and consecutive routes). In addition to contributing to these programs, the Departments offer graduate programs leading to the M.Ed. (with or without thesis) and the Ph.D. The successful candidates will be expected to provide significant leadership in the development and implementation of substantial program changes currently being initiated at the College.

The Department of Educational Administration presently consists of 6½ F.T.E. faculty; 8 full-time and 35 part-time students are enrolled in the Department's graduate programs.

The Department of Educational Psychology presently consists of 17 F.T.E. faculty: 16 full-time and 26 part-time students are enrolled in the Department's graduate programs.

Applications and nominations should be submitted to:

Dr. Robin H. Farquhar, Dean,
College of Education,
University of Saskatchewan,
Saskatoon, Sask. S7N 0W0

Applications should be received by May 15, 1977.

THE UNIVERSITY OF CALGARY

Faculty of Medicine

Applications are invited for a position at the level of Assistant Professor. Candidates should have research interests involving the tissue culture of vertebrate neurons, or the area of specification of neuronal connections. The successful applicant will be expected to participate in the teaching of both medical students and neuroscience graduate students. Applicants should reply as soon as possible to: Dr. W.G. Tatton, Neuroscience Search Committee, Faculty of Medicine, The University of Calgary, Calgary, Alberta, Canada, T2N 1N4. A curriculum vitae, the names of at least three referees, a list of publications and a detailed statement of research plans for the next three to five years should be included.

THE UNIVERSITY OF CALGARY

University Of Windsor

Windsor, Ontario

Faculty Position

In

Human Kinetics

The successful candidate will be involved in teaching at the undergraduate and graduate levels in biomechanics.

- Please state secondary area of interest in teaching.

The candidate must have demonstrated competence in applying biomechanical principles to sport. (Knowledge of mathematical modeling and computer simulation of human movement would be an asset.)

An interest in working with teams and other groups in improving performance through these principles is essential.

- Ph.D Required.

Duties to commence July 1st, 1977.

Rank and salary commensurate with qualifications.

Please send curriculum vitae and names of three referees to
Dr. P. J. Galasso, Dean
Faculty of Human Kinetics
University Of Windsor
Windsor, Ontario, N9B 2P4
(Please give both business and home telephone numbers.)

TRENT UNIVERSITY

Department of Native Studies

Requires a
Lecturer In
Native Education

To conduct classes in contemporary Native education, problems, issues, and solutions at a third-year undergraduate level. In addition, duties would include providing seminar leadership at the first-year level in Native Studies 100. This will be a full-time appointment. However, applications for part-time appointment will be considered.

Requirements:

A candidate of Native ancestry will be given preference... demonstrated teaching ability... university training at Master's level preferred... grounding in Native cultural and philosophical traditions... character and professional ability references.

Salary:

Negotiable in terms of current university salary criteria which compare favourably with other universities.

Deadline for Applications: May 15, 1977

Please send applications to:

Professor Joseph Couture,
The Chairman,
Department of Native Studies,
Trent University,
Peterborough, Ontario.
K9J 7B8

On Being Locked Out Of CAUT

Desmond Bowen

Some years ago I went through a period of soul-wrestling over my approaching ordination in the Anglican Church. When I was discussing my problems with my wife one morning my six year old son suddenly said: 'What's ordination — is that when they put the collar on you?' As he said it a feeling of sheer terror swept over me and, as a result of this question I postponed ordination for a considerable period of time. Even when I finally made the jump I never felt happy wearing a clerical collar, and I developed, and have retained since then, an inordinate suspicion of dogmas, philosophically obscurantist ways of thought, heresy hunts, inquisitions, and any kind of administrative and bureaucratic tyranny — especially when it tries to harass me.

When my thought slowly evolved from Christian 'liberalism' to Christian 'anarchism' I shrugged off the thought-restricting atmosphere of some parts of the Church, and moved into academia. There I revelled in the halcyon days of the 1960's when one could rub ideas together with the likes of Stewart Reid or Frank Underhill, and after radical disagreement come away from the encounter mutually refreshed. The Canadian academic world was expanding rapidly, the intellectual frontier seemed wide open and, as no person, administration or institution 'hassled' me, my sensitivity over freedom began to abate. I could live as a happy academic, receiving nothing but assistance from those around me while I devoted myself to my particular research — discovering why Irish Catholics and Protestants refused to let each other live in the way they wanted.

Then, very suddenly, Carleton University's hitherto benign academic staff association, CUASA, turned into a very threatening body. There was hysteria over redundancy in the university, mass meetings which denounced the administration, and the Ontario government, and a mad rush to have CUASA certified as a trade union. Overnight it seemed CUASA metamorphized and we found ourselves under dual administration. CUASA revealed itself to be a confrontationist body, with an executive whose thinking was modeled on that of the most authoritarian and conservative kind of trade union militants.

Until this time, like most academics, I had given little thought to academic trade unionism. I remembered Frank Underhill telling my colleagues one year that this kind of social 'involvement' would not work in the Canadian academic world. Faculty did not think like industrial workers. Underhill argued that we were the most non-egalitarian of people, because of our passionate seeking of intellectual excellence and, if we ever created an industrial model union, it would inevitably be managed by those among us who had abandoned the goal traditionally sought by academics. The majority, who would continue to seek intellectual excellence, would soon find that they had very little time to spare from their research. As they left union affairs to others, they would then discover that they had created an oppressive bureaucracy which they would grow to hate. Events in the last two years make me appreciate the wisdom of Frank Underhill, for he told us, almost in detail, what has taken place at Carleton University.

Immediately it became clear to me that CUASA was serious about bringing industrial-type confrontation to the university, and had manifest sympathy for strike action, I sought to disassociate myself from it as a conscientious objector. It was not an easy process. Believe me, it is easier to get rid of a clerical collar than it is a union one. But I survived being written at, phoned at, and even lectured at in the corners of rooms at cocktail parties. Finally I won my freedom. I was out of the union — now to get on with my work.

My work calls for a certain amount of professional association, however, and when I tried to 'associate' I soon found that by conscientiously objecting to CUASA I was automatically 'locked out' of CAUT. It seems that certain individuals can have individual associate memberships in CAUT, directors of schools etc., whose jobs keep them out of the local trade union — but not conscientious objectors to trade unions, those willfully contumacious people, like myself, who object to being 'locked in'. When I persisted in seeking professional 'association' through CAUT, the only body which can provide me with it, at the moment, I found the 'hassling' began again. In none too subtle ways I was urged to reconsider my heretical stance, and to fall into step with everyone else. The CAUT executive justified its proselytizing campaign by saying it had aspirations to turn CAUT into some kind of 'academic CLC', whose chief purpose would be the promotion of 'certification', i.e. bringing into being academic associations based on an industrial trade union confrontationist model. 'Solidarity', of course, meant that a deviationist, like myself, had to be brought back into the fold.

I now realized that the kind of tyranny I had dreaded in parts of the institutional church had followed me into academia. Once again I had to contend with self-righteous love of anti-humanist abstract concepts, passionate love of orthodoxy, heresy hunting, and inquisitorial instincts. The new trade unionist zealot was but old priest writ large. Cross him, or her, in any way and an attempt will be made to preach you back into conformity, by a passionate declamation of what the administration and the government will do to you if you do not support the union which is here to liberate you. Straight is the way and narrow. Most are 'locked in', only a few heretics like myself are 'locked out', and there is no middle ground. If you object to a trade union, like CUASA in its present form, you are excommunicated from the whole fellowship of Canadian academics, with no right of professional association, from this time forth and forevermore. Amen.

Well, so be it. You whom I address in this 'open letter' are 'locked in'. I am 'locked out'. It seems that we've all been 'locked'. I am able to write to you in this fashion because one of the CAUT executive reacted to my suggestion that his profession of liberalism was hypocritical cant, by promising I could write an open letter in the **CAUT Bulletin.** I have held him to his word. Now, having gnashed my teeth, and wailed and wept before you, I depart from the presence of all safely 'locked-in' Canadian academics into outer, utter darkness — still collarless.

The author teaches History at Carleton University.

Faculty Economic Benefits: Some Observations

Too often negotiators concerned with salaries and employee benefits are faced with preparing a compensation brief from scratch, without data, without bench marks, without conviction. Each has invariably reinvented the square wheel in trying to come to grips with the many problems involved in academic compensation.

If this is not enough, the brief must then be presented to the administration, an administration that has had its professionals preparing the facts and figures, to explain why the university unfortunately cannot afford a fair salary settlement in this coming year.

The CAUT Bulletin and the CAUT National Economic Benefits Committee, in the interests of keeping the membership informed and to provide some encouragement to economic benefits negotiators, intends to publish a series of articles dealing with various aspects of compensation packages. These articles will include general discussions of the components of salaries and employee benefits as well as information on developments across the country. It is not the intention of these articles to deluge everyone with facts and figures; data already exists in data banks. The problem in the main is not one of data; data banks can not unfortunately contain "information" or experiences. A data bank cannot tell what data to seek out or what uses to make of the data at hand.

Derek Sida

Perhaps the proper place to begin these articles is with an outline of the components in a total compensation package, that is, salary plus employee benefits. A 1975-76 survey conducted by Thorne Riddlell Associates indicates that employee benefits as a percentage of gross annual payroll are increasing at a fairly rapid pace. In 1975-76 the average cost of employee benefits expressed as a percentage of total payroll was 31.11%; this represents an 11% increase over the previous 1973-74 survey results and a 107% increase over the 1957-58 results. In 1957-58 the average cost was 15%. In the university employee benefits appear to be running at the 25 to 30% range. In fact, it is often the case that health benefits, professional services, sabbatical entitlements and the like are worth much more than pre-tax salary dollars. A typical compensation package at a university could include all or some of the following components:

(a) Money (1) scale increase
(2) career progress
(3) merit
(4) other awards such as summer stipends, market differentials, anomaly removals, etc.

(b) Benefits (1) health plans
(2) pensions
(3) sabbatical leave, travel, and other professional development schemes,

(4) other plans such as housing loans, free tuition, and other services.

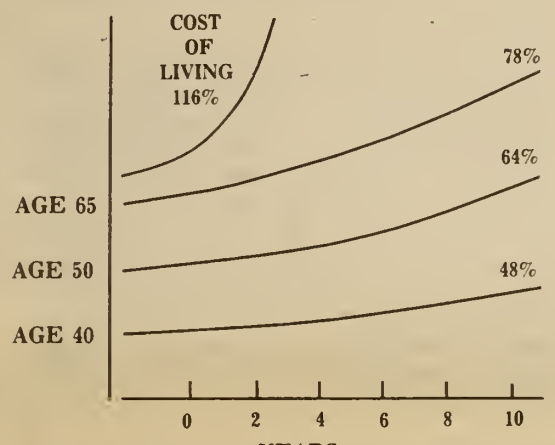
The first article deals with three of the monetary items, namely, scale, career progress, and merit; it also attempts to find some of the questions rather than to give all the answers.(1)

Scale Increases

Most salary patterns are based upon set values for the floors of the respective professorial ranks. A scale increase then adjusts each of these and with them every other salary by a given amount, usually expressed as a percentage increase. So much for the definition. If we assume a rise in the floor of the assistant professor by X% we must then ask the following questions. (1) How is X determined: (2) Should X be the same for each floor and for every faculty member; (3) What proportion of the total compensation should go into X, and how much to be set aside for other purposes?

The amount of scale increase in the total salary bill, omitting the problem of distribution, should be determined by three processes, comparison with some economic measure, comparison with related professions, and recent history of falling behind in spite of seemingly high scale increases. The most convenient, but conservative measure is the Consumer Price Index and as the increases in CPI fluctuate throughout the year an average should be sought. A very simple average is given by adding the monthly CPI figures for the academic year and dividing by twelve. A comparison of this figure over several consecutive years will give a simple measure of the increase in the cost of living which should be met for all faculty **independently** of career progress and special merit awards. In some institutions cost of living has been financed at the expense of career progression.

GRAPH I: ALARMING EFFECT OF SCALE INCREASES



In addition to the expected rise in the cost of living during the next academic year it may be necessary to include in X a catch-up component because scale increases have lagged far behind the CPI over the last few years. *See Mark Thompson's, article, CAUT Bulletin, September 1976, page 28.)*

Finally, we should compare with competitive professions such as high school and college teachers, civil servants, and other professionals to ensure that our profession shares in the general progress.

It is argued that X should include a productivity factor; however, there is some controversy over this point. In general the controversy occurs because some people consider productivity to mean increased workload; however, productivity as used here, and for that matter as used by the A.I.B., has little to do with an individual's own initiatives or activities. Rather productivity is used here as a measure of the increased wealth of a society due to capital accumulation or technological innovation. As used in this sense, then, it appears legitimate to include a productivity factor in scale increase demands. One point in favour of such inclusion is that the federal and provincial governments by their acceptance of the Anti-Inflation program recognize the legitimacy of claims by public sector employees for a share in the economy's increased productivity.

Distribution throughout the ranks

Comparisons of the sort given above may indicate the total increase required in the salary bill; but question (2) raises the problem of distribution. Once the size of the pie is fixed, how large are the individual pieces? It is argued that whereas CPI reflects true cost of living for lower paid workers it cannot be used reliably for highly paid ones. This is at best only partially valid, for although cash flow each month for groceries and housing is a critical factor for junior faculty, the emphasis shifts for older members who see their life savings and their retirement incomes being eaten away by inflation. But the much more important arguments involve long range effects.

Let us assume that a grateful administration, always concerned with doing things in a "fair and equitable" manner, generously agrees to skew the per cent scale increase so that it is lower for full professors. The ratio between the two floors is gradually decreased. The net result will be to decrease the lifetime earnings of these very same assistant professors, who will one day become rather badly paid full professors with tenure but poor pensions which are of course tied to the final earning levels. If one really insists on improving the lot of the assistant professor, increase the speed of advance up through the salary levels by a good career progress scheme.

Another fair way to give relatively better compensation at the lower levels is to have fixed sum increases coupled with percentage increases. A fixed sum implies a lower percentage as the salary increases (perhaps eventually with an automatic cut off). This, no doubt, is excellent *once cost of living has been taken care of* at all levels and therefore should be used apart from the scale increase. Merit and Career Progress can be very effectively expressed in terms of fixed sums, and, of course, nearly all the non-monetary benefits (excluding pensions) are fixed sums rather than percentages.

The final question (3) concerns the proportion of the total compensation which should go to a general scale increase. As I have suggested, a cost of living increase for all based upon the C.P.I. is probably a conservative minimum but beyond that it is a question of priorities for each local association to determine.

Long Term Effect of Scale Increase

There is one general comment applicable to percentage scale increases. In the *absence* of adequate career progress schemes scale increases benefit the more highly paid ranks and if the increase only matches cost of living the general standard of living of the profession falls.(2) Graph I is based upon a model in which cost of living rises by 8% per annum and each *member* of staff receives annually an 8% scale increase. At the start of year one the salaries are uniformly distributed with age, with appointment at the floor of the assistant professor being made at 28 and rising in such a way that it takes 20 years to reach twice the floor of the assistant professor (a not unreasonable assumption for many institutions). Consider the case of a 30 year old receiving annually an 8% increase, which leaves him at the end of ten years *only 48%* above the salary which a 40 year old was getting ten years earlier whereas cost of living has increased by 116% in the same period. In other words 40 year old professors have got further and further behind relative to the cost of living. Incidentally applied to a more senior person the salary of the 50 year old will have risen by 74% in the same ten years and so will not have suffered as much. Finally this long term disadvantage with scale increases can be avoided very simply by having a career progress scheme.

Career Development Schemes

This embraces any plan which develops a step by step progression up through the salary range, quite apart from scale increases which are meant to meet the rise in the cost of living. The need for such a plan arises because quite often a faculty member's salary does not move upwards relative to the floor of the rank sufficiently uniformly and rapidly in most other merit schemes. Not only is merit pay at the whim of the administration ("Dean's slush fund") but a young faculty member cannot see any long term career plan being developed. One needs to distinguish career development plans (CDP) from merit plans as that term tends to be used. (Deans do not have a corner on merit.) It is true that they both tend to be fixed dollar sums rather than percentage increases, and that an element of discretion is built in, but there the comparison ends. A CDP gives increments to faculty members, scheduled to lift them from some initial floor up to a given maximum in a reasonable length of time by prescribed steps, provided that the *normally expected level* of professional performance is maintained. Merit awards, on the other hand, should be in the form of

Cont'd on p. 12

such additional amounts as warranted from time to time for exceptionally deserving faculty: performance "above and beyond the call of duty".

Similarly, CDP must not be confused with scale increase which is designed to maintain parity of the system with some external measure such as COLA index or the salaries in comparable profession. A scale increase, being usually "across the board" raises both salaries and floors, hence a member does not rise relative to the floor of the rank and no career progress is therefore made.

The following elements are usually contained in a CDP:

(1) **Discretionary withholding.** If it is to be understood in terms of a deserved promotion then it is not unreasonable to permit an element of discretion, provided adequate safeguards are built in. Peer evaluation must replace the Dean's fiat; warning periods should be given to enable the individual to correct a poor performance. Reasons for denial must be given in writing and there must be adequate grievance procedures. If an increment is withheld one year there must be a merit scheme to enable a member to make good their career progress by obtaining an additional award if justified in later years, so that a denial is not built in for life. Provision must be made for all the money set aside for this plan to be spent other than as part of the merit scheme. Nothing can be more divisive than rewarding merit out of career progress denials. The money could be returned to the faculty in the form of travel grants or contributions to benefit plans, etc. One should investigate the justice and also political implications of slowing down of career progress by awarding only half steps rather than by red circling completely. This very explosive problem is closely tied to allowing caps on ranks or other merit bars.

(2) **Criteria for the award.** It is true that most people will receive a CDP increment every year up to some fixed maximum, but at some level a decision must be made to recognize the lack of performance in some colleague. What are the criteria? Are they the promotion criteria or modifications? Academic peer judgment is always bedevilled by Jacques Barzun's paradox of a profession "in which one is hired for one purpose, expected to carry out another, and prized for achieving a third". Most criteria include teaching, research and scholarship, contributions to the University, and contributions to the academic or professional community. What are the various weightings, must one achieve in all or only some? No grievance procedures will ever substitute for a well thought out peer evaluation scheme in which justice is not only done but ... .

(3) **The increments.** Fixed dollar awards are preferable because it brings a more rapid proportional increase to the earlier years. The curve of salary progress can be thus a straight line with steps of equal value, or curved depending on whether the step's values increase or decrease with rank. Most plans have a maximum level beyond which no further increments are to be added, (presumably one stops developing !). High school teachers have very few steps, university plans are of the order 20-30, implying peak performance in one's early or midfifties. It is also a good plan to have the increments tied to a multiple of the floor of the assistant professor so that it will benefit from the general scale increases, or in other words one has a COLA built into the career development. For example in my own University the increments are 1/12 the difference between the floors of the full and assistant professors. It is based upon the concept that this is normally the minimum time spent between these ranks.

A second point to consider is whether to keep strictly to the defined steps or whether to permit half steps to be awarded at various stages of a career, such as when approaching the maximum or when progress is deemed by one's peers to be less than satisfactory. Multiples greater than one, to permit acceleration should be left in its right place to a separate scheme. Considerations of such refinements must be seen in relations to the general problem of salary rationalisation.

(4) **The total cost.** Salary negotiators must decide how much of the compensation to allow to career progress instead of scale. Some would argue that scale is always what you have left when CDP, merit and anomalies have been cared for. A plan which calls for fixed dollar steps and which takes one from the floor of the assistant professor to between 2.2 to 2.8 times that amount after about 25-30 years will cost, at present, between 2½% and 3½% of the salary budget. But eventually the day will come (15-20 years in most institutions with some careful planning) when *the plan will cost nothing.* For if there is a uniform age distribution, and assuming retirees are replaced by a new generation beginning at the floor, the money saved will just pay for the CDP increments for the entire faculty. (Try and explain that to your neigbourhood president: yes, Sir, you get the whole thing free !)

Merit in a Meritocracy [3]

Merit and demerit are closely tied to career progress: if, for some a CDP step should be denied, it is also true that for others, an additional step should be awarded, but only if it is earned. Both should be the result of peer evaluation, originating at the departmental level. Whereas, the CDP increment should be automatic, if justified, members should be able to apply for a merit increase and to produce their own arguments for its award. Another difference lies in the measures which an individual can take to protect salary. Certainly, the administration must be able to fully justify, and if necessary before an arbitration tribunal, the denial of a career progress increment, but one might question whether the same is required for the non-award of a merit increase.

However, the first question is clearly whether there should be a merit component at all. There are three arguments; it provides an acceleration mechanism for the deserving few, the more capable, industrious, consciencious, and active are thereby rewarded, in conjunction with the CDP it provides a scheme of compensation according to performance. The objection that any merit scheme is divisive can be overcome by a balanced system of peer evaluation which might be aided by the awards being publicised.

The basis of the merit award will naturally be similar in coverage to the criteria for career development namely a combination of teaching, research, and other contributions. Presumably some exceptional performance is required in at least one of these to justify the award and it may be necessary to take several years into the evaluation. It should be clearly understood that the total sum available is much less than that devoted to the CDP, and a figure of 10-20% has been suggested together with the proposition that rather than have fragmented amounts for everybody they should be kept in larger units equal to the CDP increment or one half of that amount and awarded to only a few each year. Perhaps the peer evaluation committees will take their responsibilities more seriously if the larger sums are involved and if only a small number are awarded.

A very difficult question is whether a merit award should be built into the base salary or given as a one-time bonus in the form of money or even (tax-free) services. The former type of award appears to not only facilitate progression-through-the-ranks but also recognizes that the reason for the award resulted from a number of years of work and hence should also extend for a number of years. A one-time bonus would have to be a very large sum, then, to make it similarly meaningful.

Another difficult problem is the division of the total salary pie into scale, CDP, and merit, especially the last two. It can be argued that for any CDP to have validity the average progression of a group must be 1.0 each year. Hence, if there is to be acceleration of some, it must be countered be retardation of others. Therefore, the merit plan would be financed entirely by career development denials.

Such a scheme could undermine the effectiveness of either the CDP or the merit plan or both. For example, if faculty perceived that merit awards were only justified by corresponding career progress denials, then, both plans might appear to be merely more elaborate "slush funds". Another possibility is that departments or faculties would take the easy way out, that is, by recommending that no denials of career progress increment be made, hence the merit plan would be effectively smothered. To prevent either of these possibilities, the funds for merit and career development increments must together average more than 1.0 increments per faculty member.

Professor Sida teaches Mathematics at Carleton University. He is President-Elect of C.U.A.S.A., member of the CAUT Economic Benefits Committee and Chairman of the OCUFA Salary Committee.

1. The opinions expressed here are those of the author and do not necessarily reflect the policies and views of the CAUT Economic Benefits Committee, OCUFA Salary Committee, nor of anyone else as far as I know !
2. I am indebted to Professor Balzerini of U.B.C. for pointing this out to me by a very convincing numerical argument.
3. This discussion is based on an OCUFA Salary Workshop conducted by Emil Hayek, University of Ottawa.

UNIVERSITIES UNDER CAUT CENSURE

The following university administrations have been censured by the Council of the Canadian Association of University Teachers:
Université du Québec in Montreal (November 1970)
University of Moncton (May 1976)

UNIVERSITÉS FRAPPÉES DE CENSURE PAR L'ACPU

Le Conseil de l'Association canadienne des professeurs d'université a frappé de censure les administrations des universités suivantes:
Université du Québec à Montréal (Novembre, 1970)
Université de Moncton (Mai, 1976)

Acadia University

Invites Applications and Nominations for the Position of

PRESIDENT

The appointee will be expected to take office as of June 1st., 1978. All communications should be sent to:

Dr. Morley G. Taylor, Chairman
Presidential Search Committee
Acadia University
Wolfville, Nova Scotia
B0P 1X0

AUDITORS' REPORT

To the Members, Canadian Association of University Teachers - l'Association Canadienne des Professeurs d'Université

We have examined the balance sheet of the Canadian Association of University Teachers—l'Association Canadienne des Professeurs d'Université as at June 30, 1976 and the statements of revenue and expense, members' equity and changes in financial position for the year then ended. Our examination included a general review of accounting procedures and such tests of accounting records and other supporting evidence as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Association as at June 30, 1976 and the results of its operations and the changes in its financial position for the year then ended, in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Touche Ross & Co.
Chartered Accountants

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS

L'ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

(Incorporated under Part II of the Canada Corporations Act)

BALANCE SHEET AS AT JUNE 30, 1976

ASSETS

		1976	1975
Current			
Investments - at cost (market value: 1976 - $110,000; 1975 - $120,000)		$110,000	$121,502
Fees receivable		108,479	92,678
Other receivables		9,631	5,724
Prepaid expense		3,110	2,920
		231,220	222,824
Investments - bonds at cost (market Value: 1976 - $22,150; 1975 - $22,100)		27,000	27,000
Furniture and equipment			
Cost	$39,744		
Less accumulated depreciation	25,427	14,317	13,345
Leasehold improvements at cost less amortization (1976 - $2,619; 1975 - $2,024)		1,945	2,211
		$274,482	$265,380

LIABILITIES AND MEMBERS' EQUITY

Current		
Bank indebtedness	$ 17,602	$ 12,146
Accounts payable and accrued liabilities	26,417	25,316
Collective bargaining	4,345	5,853
	48,364	43,315
Allowance for sabbatical leave	52,520	38,179
	100,884	81,494
Members' equity	173,598	183,886
	$274,482	$265,380

STATEMENT OR REVENUE AND EXPENSE FOR THE YEAR ENDED JUNE 30, 1976

	1976	1975
Revenue		
Membership fees	$622,768	$510,631
Interest	10,093	12,329
Other	24,626	32,655
	657,487	555,615
Expense		
Salaries	261,280	206,970
President's and Academic Freedom and Tenure Committee Chairman's released time	20,000	7,500
Academic Freedom and Tenure Committee	23,528	18,552
Board meetings	18,571	13,690
Council meeting	22,664	13,796
Central office - supplies and services	69,747	64,106
-travel	11,411	-
Regional offices	74,366	48,203
Depreciation and amortization	4,175	3,267
Occupancy	17,699	14,253
Stewart Reid Trust Fund	1,226	1,064
Collective Bargaining Committee	14,929	25,003
Executive Committee	8,522	10,239
Other committees	17,174	18,306
Publications	35,269	55,045
Translation	10,141	8,452
Professional fees	17,440	14,943
Allowance for sabbatical leave	14,341	15,135
Miscellaneous	3,800	2,577
Bad debts	-	5,258
Loss on disposal of investments	1,502	-
	647,785	546,359
Net income before expenditures from reserves	9,702	9,256
Expenditures from reserves		
Academic Freedom Defense Fund	-	2,600
Collective Bargaining	19,990	15,000
	19,990	17,600
Net loss for the year	$10,288	$8,344

STATEMENT OF MEMBERS' EQUITY AS AT JUNE 30, 1976

		1976	1975
Reserve for Academic Freedom Defence Fund			
Balance, beginning of year		$ 16,500	$ 16,500
Allocation from surplus		-	2,600
		16,500	19,100
Expenditures		-	2,600
Balance, end of year		16,500	16,500
Reserve for Collective Bargaining			
Balance, beginning of year		15,000	15,000
Allocation from surplus		24,990	15,000
		39,990	30,000
Expenditures		19,990	15,000
Balance, end of year		20,000	15,000
Surplus			
Balance, beginning of year		152,386	160,730
Allocation to reserves			
Collective Bargaining	$24,990		
Less net income before expenditures from reserves	9,702	(15,288)	(8,344)
Balance, end of year		137,098	152,386
Members' equity, end of year		$173,598	$183,886

STATEMENT OF CHANGES IN FINANCIAL POSITION

FOR THE YEAR ENDED June 30, 1976	1976	1975
Source		
Operations		
Net loss for the year	$ 10,288	$ 8,344
Add charges against operations not requiring an outlay of funds:		
Depreciation and amortization	4,175	3,267
Allowance for sabbatical leave	14,341	15,135
Amortization of deferred expense	-	12,489
	8,228	22,547
Transfer to current investments from long term investments	-	21,502
	8,228	44,049
Application		
Leasehold improvements	329	249
Purchase of furniture and equipment	4,552	8,163
	4,881	8,412
Increase in working capital	3,347	35,637
Working capital, beginning of year	179,509	143,872
Working capital, end of year	$182,856	$179,509

NOTES TO THE FINANCIAL STATEMENT, JUNE 30, 1976

1. Significant Accounting Policies
   a) Depreciation: Furniture and equipment are being depreciated over their estimated useful lives, using the declining balance method at a rate of 20% per annum.
   b) Amortization: Capitalized leasehold improvements are being amortized over the remaining life of the lease for the head office building.
2. Comparative figures
   Certain 1975 balance sheet classifications have been restated to conform with the 1976 presentation.
3. Lease Obligation
   The Association occupies its headquarters building under a lease expiring in 1981. The basic annual rent is $10,320 plus operating expenses and a proportionate share of realty taxes.

Books

Livres

Academic staff training — more than just teaching

Miller, Gordon W., **Staff Development Programmes in British Universities and Polytechnics** (International Institute for Educational Planning Research Report no. 18), Paris, U.N.E.S.C.O., 1976, pp 155, Ffr. 6.00.

Dr. Gordon W. Miller is a member of the Department of Higher Education in the University of London Institute of Education and his report for the I.I.E.P. is very much that of an educationalist. He offers in the first chapter an account of the structure and control of higher education in Britain, which is helpful in providing for the uninitiated reader some idea of the power and authority of the various bodies which have taken an interest in the growth of staff development programmes in British universities and polytechnics.

The second chapter is a historical survey of events and reports which led to the development of the present situation in Britain. As long ago as 1961, the A.U.T. in Britain approached the Committee of Vice-Chancellors and Principals about academic staff training and in the same year the Hale Committee on University Teaching Methods was established. Its findings, *The Report of the Committee on University Teaching* (the Hale Report), were published by the University Grants Committee in 1964. The story thereafter is by no means one of unified and coherent development, as various groups, the Committee of Vice-Chancellors and Principals, and the University Grants Committee among them, pursued their somewhat differing interests. What is most clear is that in the decade 1961-71, a lot of discussion and a lot of thought about staff development and teaching went on in British academic circles.

Chapter III, the main part of the report, some seventy pages long with appendices, is devoted to accounts of the principal university centres of staff development. Its chief interest lies in the accounts of the variety of centres which some, but by no means all, British universities have developed. This interest serves to whet the reader's appetite, not for more reading about the centres, but for experience of what actually goes on in the particular courses or seminars or discussions that pertain to his general area of interest—science, social science, or humanities, perhaps—and even more, for what pertains to his narrower area of expertise—English, or sociology, or physics, for example. The obvious next step is to go to Britain and sample some of the staff training programmes available there.

Dr. Miller's fourth chapter is perhaps the most interesting of all; he calls it "The situation in mid-1975 and some predictions." Of most interest to Canadian readers is proposed legislation providing for a national agreement on the provisions of probation for tenurable staff. This agreement requires universities to provide comprehensive training for the new appointee on probation for a tenurable position, and the joint working party which proposed it suggests both advice and guidance by a senior colleague as well as encouragement to attend formal courses, and attention to national developments in the training of university lecturers as well as local courses of instruction. The clear intention of the working party is to ensure that responsibility for seeing that the probationer measures up to professional requirements is not his alone; the employing university has a responsibility to provide the probationer with the means, opportunity and encouragement to help him meet professional requirements. This certainly sounds a far cry from what appears to be the practice at Canadian universities, where in general academic staff are assumed to understand the rules of the game and are left to obey them as best they can.

Dr. Miller's report is rounded off, inevitably I am inclined to say, given that the author is an educationalist, with a chapter of summary and conclusions. There are no surprises, but clearly, as far as Britain is concerned, as Dr. Miller notes, "this is dynamic area (sic)."

For a great many Canadian readers, this report should stimulate the illumination of an area of darkness. If there are staff development programmes in Canadian universities, they are not much publicised in general interest professional publications such as *University Affairs* and the *C.A.U.T. Bulletin*. I do not recall seeing anything about staff development or instructional development which would come readily to the attention of academics not in faculties of education or departments in those faculties. There is, in the February, 1977, issue of *University Affairs*, an announcement that the Ontario Universities Program for Instructional Development, directed by Dr. F. W. Parrett (allegedly of Queen's University, but in the *Commonwealth Universities Yearbook 1976* assigned to the Royal Military College), is sponsoring "An International Conference on University Teaching" at McMaster University from June 6-8, 1977. This should stimulate interest in teaching, certainly, but I prefer the implications of Dr. Miller's title, Staff **Development** ... It suggests a scope for staff development much beyond teaching, and one of the most stimulating pages of Dr. Miller's report (p. 35) lists sixteen different suggestions for staff development projects made to the University Grants Committee in 1971/72 when it invited applications for funds to support such projects. These suggestions of course include many concerning teaching, but they also recognise that academics become embroiled in administration and many other tasks beyond teaching and research, and could benefit from particular training to help them carry out these tasks. Once one has read Dr. Miller's report, ideas about staff development proliferate in the mind, and in this stimulation lies its chief value to the Canadian reader.

R. F. Anderson

About our reviewers.....

Professor R.F. Anderson is Chairman, Department of English at the University of Alberta... Professor Bruce Flattery teaches English at York University, Toronto... Professor Paul Huber teaches Economics at Dalhousie University... Donald C. Savage is past Executive Secretary of the CAUT.

Poste de cadre

Association canadienne des professeurs d'université

Selon les décisions adoptées par le Conseil de l'ACPU en mai 1977 au sujet du budget et de l'organisation de l'association, un ou plusieurs postes de cadre seront peut-être à pourvoir dans un ou plusieurs des domaines suivants de l'activité actuelle de l'ACPU:

Liberté universitaire et titularisation
Négociations collectives
Relations avec les pouvoirs publics
Statut de la femme professeur
Avantages économiques

Il est probable que les nominations, si elles sont approuvées, commanderont des salaires égaux à ceux de professeur adjoint ou agrégé, selon les qualités et l'expérience, et vaudront pour trois à cinq ans.

Les lettres de demande de renseignements, accompagnées d'un curriculum vitae et d'une indication des goûts particuliers, doivent être envoyées au Secrétaire général, Association canadienne des professeurs d'université, Suite 1001, 75, rue Albert, Ottawa (Ontario), K1P 5E7. Tous les correspondants seront tenus pleinement informés des décisions du Conseil au sujet des postes.

Professional Officer

Canadian Association of University Teachers

Depending upon CAUT Council decisions in May, 1977 on budget and organization of the association one or more professional officer positions may be available in one or more of the following areas of present CAUT activity:

Academic freedom and tenure
Collective bargaining
Relations with government
Status of women in universities
Economic benefits

It is likely that appointments, if approved, will be at salaries equivalent to the assistant or associate professor rank depending on qualifications and experience for appointments ranging in length from three to five years.

Letters of inquiry accompanied by curriculum vitae and an indication of particular interests should be sent to the Executive Secretary, Canadian Association of University Teachers, Suite 1001, 75 Albert Street, Ottawa, Ontario, K1P 5E7. All correspondents will be kept fully informed of Council decisions on the positions.

What Do We Professors Profess?

Kenneth E. Eble, **The Craft of Teaching: A Guide to Mastering the Professor's Art.** San Francisco and London: Jossey-Bass, 1976. 179pp.

True or false?

1. That teaching is not doing.
2. That teaching is not a performing art.
3. That teaching should exclude personality.
4. That students' "worst" teachers now will become their "best" teachers later.
5. That the popular teacher is a bad teacher.
6. That teachers are born and not made.
7. That good and bad teaching cannot be identified.
8. That research is complementary to teaching.
9. That teaching a subject matter requires only that one know it.
10. That college teaching is not a profession.

For each proposition that strikes you as true subtract ten marks from your percentage of agreement with the author's fundamental position: according to Professor Eble these "ten common assumptions that help create a mythology of teaching" are all false.

I suspect that my own grade of 65 (in error on numbers 1, 2, 8, and probably 10), though barely passing, would work out fairly high on a bell curve of CAUT readers' responses. I know that perhaps a majority of my departmental colleagues would have missed question seven, that a small but obstinate sect of them persists in its error on articles four, five, and six, and, finally, I could name one or two who would have scored a flat zero. The point, of course, is that none of these propositions is absolutely true or absolutely false, and Professor Eble is aware of this.

Nevertheless, his selection of these particular theses for demolition as "mythology" provides an accurate gauge of this position on such key issues as scholarship vs. teaching, "rigorous standards" vs. "permissiveness," disciplinary specialization vs. general education, and elitist streaming vs. universal access (or "education as a right"): in each of these cases, he inclines strongly to the latter alternative.

What particularly recommends The Craft of Teaching to our attention (even for those of us who did poorly on the Eble Agreement Test) is the unique experience of its author. In addition to some thirty years as a university teacher of English, and in addition to a half dozen books on education (both "higher" and lower) over the past decade or so, Professor Eble's credentials include his service, from 1969 to 1971, as Director of the "Project to Improve College Teaching," sponsored by the American Association of University Professors and the Association of American Colleges, and funded by the Carnegie Corporation. This means, among other things, that his book represents first-hand experience gained from visits, over that three-year period, to some seventy American colleges and universities and to UBC. This breadth of acquaintance with actual classroom situations on university campuses at the turn of the decade is made abundantly available both in particular anecdotes and in a consistent tone that pervades almost any two lines that the reader cares to read between—a tone of conservative reaction to the conservative reaction to the liberal / radical enthusiasms of the sixties.

If Marshal MacLuhan is right in saying that Canadians can profit from cultural lag by using American experience in the same way that a driver uses the information in his rear-view mirror, then I think we stand to learn much from Eble's account. Examined in the rear-view mirror of vicarious retrospect, the tired pendulum swing between a reactionary tightening of standards and a nostalgia for the let-it-all-hang-out philosophy of "the mid-1960s" (Eble's recurrent touchstone) appears all too clearly as an academic game of dwindling interest and one which we here in Canada would do well to get out of before it becomes so boringly real that we're tempted to take it seriously. Surely there are more exciting, and accurate, ways of telling the time.

Professor Eble's book is disposed into four very neat compartments: two introductory chapters outlining his basic stance on university teaching and learning; six chapters on basic classroom situations, such as lecturing, seminars, managing group discussion, and in general getting teacher and students into a posture that makes learning possible; five chapters on "Grubby Stuff and Dirty Work," including text selection, assignments, testing and grading; three concluding chapters on teaching graduate students how to teach and apprenticing young professors in their profession. The second section, as it is the most interesting, is also the richest in example and anecdote; in the last two sections, when the author has little to say, he says it anyway and frequently substitutes a list of innocuous precepts or even a bare bibliography for solid discussion. And as to providing the subtitle's promised do-it-yourself "guide to mastering the professor's art," Professor Eble, fortunately perhaps, does not rigorously execute his intention but contents himself with hints, examples, and illustrations which illuminate the mystery of teaching without dissolving it; and this is as it should be (perhaps the "craft" of his title carries, after all, some allusion to the medieval guild of expert initiates rather than to the readier technical sense associated with modern trade-skills).

This is a book which will, in all likelihood, be read mainly by the already converted. But its easy style and relative brevity recommend it to the casual reader as well, and any interest at all in the contemporary state of university education is bound to be rewarded with something of profit or delight. In my own case, I was reminded that I had never finished Gilbert Highet's Art of Teaching and never started Alfred North Whitehead's Aims of Education: I probably never will go back to Highet, but I'm going to begin Whitehead tonight.

Bruce Flattery

UNIVERSITY OF WINDSOR

Health Studies

The successful candidate will be involved in teaching in the Health Studies area at both the graduate and undergraduate levels.

The chief area of concentration in teaching should be in the individual psycho-social adjustment field, with some background in the community health field.

Ph.D. preferred

Duties to commence July 1, 1977

Rank and salary commensurate with qualifications.

Please send curriculum vitae and names of three referees to

Dr. P.J. Galasso, Dean
Faculty of Human Kinetics
University of Windsor
Windsor, Ontario N9B 3P4

(Please give both business and home telephone numbers)

UNIVERSITY OF WINDSOR
Windsor, Ontario

FACULTY POSITION
in
HUMAN KINETICS

The successful candidate will be involved in teaching at the undergraduate and graduate levels in motor learning.

— Please state other areas of interest in teaching.

— Terminal appointment - July 1st, 1977 to June 30, 1978.

Please send curriculum vitae and names of three referees to

Dr. P. J. Galasso, Dean
Faculty of Human Kinetics
University of Windsor
Windsor, Ontario, N9B 3P4

(Please give both business and home telephone numbers.)

Faculty Unionization In The U.S. — a case study

G. Gregory Lozier and Kenneth P. Mortimer, **Anatomy of a Collective Bargaining Election in Pennsylvania's State-Owned Colleges.** Center for the study of Higher Education, the Pennsylvania State University, 1974. Pp. 117.

This book is a report on an elaborate questionnaire submitted to the faculty in the fourteen colleges which make up the Pennsylvania state college system. The questionnaire was undertaken in 1971 after an election in which an affiliate of the National Education Association (NEA) defeated the American Association of University Professors (AAUP) and became the bargaining agent of the faculty on a state-wide basis.

The research produced some interesting results. It appears that the electoral campaign which involved much bickering between the two national associations had almost no effect on the results. Prior to the campaign a poll indicated that 56.3% favoured the NEA affiliate while 55.5% supported it in the actual election. This may give some cause for reflection to campaign managers. However, the research also shows that if the NEA had not been so successful in persuading the electorate that the third and fourth options (the American Federation of Teachers and no agent) had no chance of winning, the NEA would not have won a majority on the first ballot.

The solid support of the NEA had an historical basis in that the state colleges had been until recently teachers' colleges more attuned to the world of primary and secondary school education than to the university world. The NEA were older, more likely to be tenured and more likely to be in the education faculty or to have taught in primary or secondary school. In fact the NEA leadership called itself the Young Turks of 1948. In addition the NEA affiliate was an organization of long-standing which actually predated the parent organization in the state. Faculty voters of all persuasions (87½%) were prepared to agree that it was the group most likely to act as an effective lobbyist in the state capital at Harrisburg; slightly more accepted that the NEA was the most visible of the contending organizations in Pennsylvania. The supporters of the AAUP tended to be younger, less tenured, more oriented to their discipline and more anxious to remodel the state colleges along the lines of traditional universities. In fact 17.9% of the AAUP supporters saw the election as a straight fight between arts and education. The research indicates that the faculty in these fourteen colleges wanted the maximum political clout to secure better wages and more input but without disturbing the historical basis of the institutions as teachers' colleges dominated by education faculties. Both collective bargaining itself and the choice of agent was a victory for the old guard who wanted to secure for education schools equality with other institutions of higher education — an equality which had eluded them when they were called teachers' colleges.

Some other results of the research are worth noting. Of those voting for no agent, 52.7% were untenured and 37.5% were in science faculties. 38.5% of the respondents disagreed with the definition of the bargaining unit, NEA supporters generally favouring more inclusions, AAUP supporters less. In addition many faculty considered that there should have been created a system of two-tiered negotiations, one at the state level for salaries and fringe benefits, the other at the local level for procedures on appointments and promotion, curriculum development, selection of deans, chairmen and committees, office space, parking and the like. This has been disregarded apparently by the NEA leadership who at the time of writing the book (1974) were pressing for a single university with fourteen campuses. The results also showed that most faculty regardless of their support for the NEA or the AAUP favoured the right to strike after all other methods to settle impasse had failed and most favoured bargaining over the widest possible range of issues.

The book indicates the complex nature of support both for collective bargaining and for particular bargaining agents and the need to see such developments in an historical context. Alas for the simple pieties which saw the young and untenured as the supporters of collective bargaining, the right to strike and the like with the older and more tenured as the opposition. Circumstance makes all the difference.

Donald C. Savage

Howard B. Means and Phillip W. Semas, **Faculty Collective Bargaining: A chronicle of Higher Education Handbook.** Editorial Projects for Education, U.S.A. 1976. Pp. 124.

This is a handbook or fact-file on collective bargaining in higher education in the United States compiled from the **Chronicle of Higher Education.** The **Chronicle** has always maintained a good professional coverage of collective bargaining developments in the United States and the handbook reflects this expertise. It deals briefly and concisely

Cont'd on p. 17

Lakehead University

DEPARTMENT OF ECONOMICS

Applications are invited for teaching and research position, rank open, commencing July 1, 1977. Salary and conditions of appointment to be negotiated. Duties may include teaching undergraduate and graduate courses. Preferred interests: macroeconomics, monetary economics, trade, econometrics. Active research interest with quantitative orientation in Canadian macroeconomic and monetary issues. Applications should be sent to: Mr. Donald E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario. P7B 5E1.

Lakehead University

DEPARTMENT OF SOCIAL WORK

Applications are invited for one Assistant Professor and one Associate Professor to fill vacancies in this new and expanding programme; to teach integrated Social Work methods, and other areas in the curriculum including field instruction, and to contribute to the qualitative and quantative growth of this programme committed to serving the Northwestern Ontario Region. Depending on interests, the successful applicants will have the opportunity to participate in the development of off-campus teaching centers, research, and / or community development projects. M.S.W. plus several years experience minimum; doctoral degree in Social Work preferred. Salary negotiable. Date of commencement - July 1, 1977. Send applications to: Mr. Donald E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario, P7B 5E1.

Université de Montréal

FACULTÉ DES ARTS ET DES SCIENCES

Département de Géographie

Le Département de géographie souhaite recevoir des candidatures de professeurs dans les domaines suivants:

DOMAINES

Géographie humaine et économique
(excellente connaissance des méthodes quantitatives)

Télédétection

Climatologie
(intérêt en micro-climatologie)

Pédologie

Hydrologie

Géographie physique quantitative

EXIGENCES

Doctorat et bonne connaissance de la langue française.

TRAITEMENT

Établi en fonction de la compétence et de l'expérience des candidats et selon les normes de la convention collective.

DATE DE CLÔTURE POUR LES CANDIDATURES

Le 30 avril 1977.
Les candidats sont priés de faire parvenir leur "curriculum vitae" à:

Monsieur Hughes Morrissette
Directeur
Département de géographie
Université de Montréal
Montréal, Qué. H3C 3J7

California dreamin'

Guy Benveniste and Charles Benson, **from Mass to Universal Education, vol. 12 (Plan Europe 2000, Project 1: Educating Man for the 21st Century.** Martinus Nijhoff, Hague, 1976. Pp. 123.

This book describes the development of the educational system of California. The discussion is somewhat imprecise and inconsistent, but the following points seem to provide a fair summary:

1. Manpower planning regrettably plays no significant role in setting educational priorities in California.
2. In modern society, school and university have partially been replaced by other institutions for both teaching and research.
3. As a result, the paramount consideration for students is the credentialling function of formal education; since this is increasing in cost, dissatisfactions (Free Speech Movements) arise.
4. The system of public higher education in California (Junior Colleges, State Colleges, and University) is decentralized, but nevertheless bureaucratic, unplanned, and rigid. Although there is open access to the lowest level, the structure does not provide equal opportunity because transfer between levels is too difficult. 5. "Even if the function of education is only that of transmitting knowledge, it can still be urgued that the duller academic minds should have access to at least as many resources as the keen minds." (p. 109) (And what of the keener minds?)
6. In terms of the foregoing criterion, the three-tiered hierarchy of higher education in California not only distributes money unfairly, it is wasteful "because it allocates resources in such a way that many students are, so to speak, allowed to fail while those who happen to fit the academic mold are encouraged to succeed." (p. 110-111) (And what if many were allowed to succeed while those fitting the academic mold were encouraged to fail?)
7. Hence, the existing structure should be replaced by comprehensive regional educational establishments.[1]

Some of these propositions may be valid, but Benveniste's and Benson's argument suffers from so many implicit value judgments and unsupported assertions and generalizations, that it is unconvincing. Moreover, their viewpoint and the many data they present are five years out of date.

Few will want to quarrel with the authors' view "that a central preoccupation of educational planning is the construction of systems of education that address themselves to the issues of equality of opportunity." (p. 120) One might think that California's system meets this criterion since it provides equal access based on past (or potential) performance, together with allowances for "late bloomers," and comprehensive adult education programmes. But equal access does not satisfy the authors or like-minded educational do-gooders in Canada: since performance measures may have been influenced by unequal past opportunities, only equal *attendance* in all levels of the educational system by all recognizable social groups can provide evidence of equal opportunity.

> Education is a service to be widely distributed among all groups in the population ... In terms of social efficiency, i.e., having *attendance* in the different branches of the system be no respector of race or family background, California higher education has not met the hopes that have been held for it. (p. 64, emphasis added)

Some people are poorly endowed with intellect or uninterested in acquiring knowledge at the post-secondary level. If they participate on equal terms in the process of higher education—and, indeed, are recruited with special inducements to ensure their attendance—they will not only waste a great deal of their own time, but will inhibit learning by others more capable or interested. Moreover, since education absorbs resources, society will pay heavily for this doubtful luxury.

The primary functions of universities are to sharpen minds and thus promote learning. The idea that they should become less academic, and instead provide "baby"-sitting and credentialling services to young adults is profoundly destructive. This is an expensive import from the United States which we can do without. It is a "merit" of this volume that in unguarded moments Benveniste and Benson naively disclose what is really involved in the sort of changes which they advocate:

> Another emerging function of education... is that of 'storage'. In modern technological society such as that of California, the school, the community colleges and even the University provide convenient, well-organized, and supervised institutions to 'store' young adults when there do not exist convenient roles for them to play in the economic, social and political life of the state.... This will keep them busy. (p. 108)
>
> Our 'utopian' model of a university of the future ... would necessarily be multi-purpose and based on the assumption that motivations that bring students to education differ in content and intensities and these motivations cannot be disregarded. In other words, to the extent some students seek to obtain credentials, it becomes important to create learning possibilities which make sense to this particular demand. The fact that these students are not motivated, or possibly incapable of, academic work does not eliminate existence of potentialities of development in other areas. (p. 111-112)

Canadian academia has its share of Benvenistes and Bensons, and because of the way we finance universities, some of them are flourishing by catering to the lowest common intellectual denominator. If we want our universities to continue as centres of learning, we must firmly resist those in our midst who are actively promoting such mindless anti-educational utopias.

Paul B. Huber

1. It is suggested, erroneously, that this conception has something in common with the Gesamthochschulen in Germany.

Unionization... *from p. 16*

with the following areas: main provisions of faculty contracts, strategy at the bargaining table for both unions and for management, legislation, main decisions of the National Labour Relations Board particularly in regard to exclusions and inclusions, the Wentworth court decision affirming that faculty members were employees for the purposes of the act and confirming the jurisdiction of the NLRB, significant bargaining issues such as female rights, tenure and governance, notes on the situation at various unionized campuses, agency fees, the future of the three national organizations (American Association of University Professors, American Federation of Teachers, and the National Education Association), unionization of other campus workers including graduate assistants, the role of students and a bibliography. Basically the authors are trying to create a fact-file rather than to analyze these issues in depth. The book was revised to reflect the situation up to December 1975. It is the intention of the editors to update and republish periodically.

D.C.S.

L'OFFICE DE LA TÉLÉCOMMUNICATION ÉDUCATIVE DE L'ONTARIO REQUIERT LES SERVICES D'UN(E) RECHERCHISTE

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ACCOUNTING

UNIVERSITY OF WATERLOO Accounting: Assistant or Associate Professor of Accounting: Ph.D., C.A. or M.B.A. with pertinent experience. Teaching undergraduate courses, research. 1976-77 Salary minima: Assistant Professor $15,900; Associate Professor $20,600. Contact Professor H. Herauf, Director, Accounting Division, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment, July 1, 1977.

UNIVERSITY OF WATERLOO Accounting Department: Applications are being accepted in Accounting in established undergraduate, mainly cooperative (work/study), programs offering a full range of accounting courses. Full time, part time, visiting appointments. Rank and salary are dependent upon professional and academic qualifications and experience. Commencing July 1, 1977 or January 1, 1978. If interested, please send resume to or phone: Professor H. Herauf, Director, Accounting Program, Department of Economics University of Waterloo, Waterloo, Ontario, N2L 3G1. (519) 885-1211, ext. 2423. Closing date for receipt of application is May 30, 1977.

UNIVERSITY OF SASKATCHEWAN - COLLEGE OF COMMERCE Accounting: Permanent and visiting positions in Accounting. Rank open. Ph.D. completed or near completion (will accept applications from candidates with Masters for non-tenurable positions). Teach and do research in accounting. Salary commensurate with qualifications. Dr. George J. Murphy, Chairman of Accounting, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

ADMINISTRATION

UNIVERSITY OF ALBERTA Faculty of Dentistry: invites the nomination of, or applications from, candidates for the position of DEAN. Both men and women are encouraged to apply. The Faculty of Dentistry is seeking an academic and administrative leader for the administration and academic work of the Faculty which consists of 50 full-time staff members and approximately 200 dentistry and 80 dental hygiene students. Written nominations or applications for the position, accompanied by a resume of qualifications and experience, should be forwarded to Dr. Myer Horowitz, Vice-President (Academic), University of Alberta, Edmonton, Alberta, T6G 2J9.

NOVA SCOTIA TECHNICAL COLLEGE Department of Industrial Engineering: Applications are invited for the position of Head of the Department of Industrial Engineering at the Nova Scotia Technical College. This Department, a pioneer in the discipline in Canada, has been providing highly satisfactory graduates to companies and institutions throughout Canada over the past Decade. An individual with leadership ability is being sought to head the department and to develop challenging new opportunities. The candidate should have a record of proven academic achievement (a Ph. D. or equivalent) and considerable industrial, managerial or systems analysis experience. Salary and rank are open to negotiation for the right candidate. Please direct enquiries to: Dr. Orest Cochkanoff, Dean of Engineering, Nova Scotia Technical College, P.O. Box 1000, HALIFAX, Nova Scotia.

AGRICULTURAL ENGINEERING

McGILL UNIVERSITY, (MACDONALD CAMPUS) Agricultural Engineering: Applications are invited for the position of Assistant Professor of Agricultural Engineering. Duties include undergraduate and postgraduate teaching and research in one or more of the areas of agricultural structures, agricultural waste management, environment control or agricultural systems engineering. Salary will commensurate with qualifications. Appointment to be made between June 1 and September 1, 1977. Applications will be considered until the position is filled. Applicants should send curriculum vitae, academic transcripts and a letter describing teaching and research interests, to the Chairman of the Staff Search Committee, Department of Agricultural Engineering, MacDonald Campus of McGill University, Ste. Anne de Bellevue, Quebec H0A 1C0, Canada.

ANIMAL SCIENCE

MACDONALD COLLEGE (McGILL UNIVERSITY) Animal Science: Dairy Cattle Nutritionist Position, Ph.D.. Duties include teaching at the undergraduate and graduate levels, research in dairy cattle nutrition and supervision of graduate students. Applications including curriculum vitae and names of three referees should be sent to: Dr. S.P. Touchburn, Professor & Chairman, Department of Animal Science, MacDonald College, Ste. Anne de Bellevue, Québec, Canada, H0A 1C0.

ART

UNIVERSITY OF ALBERTA Foundation Studies: Applications are invited from both men and women for the following faculty position, effective July 1, 1977. Assistant Professor to teach foundation studies. Normally M.F.A. or equivalent and professional experience in any of the following disciplines: Painting, Printmaking, Sculpture, Industrial Design, Visual Communication Design. Previous teaching experience desirable. All applications should include the following information: Curriculum vitae, transcripts, slides of own work, names of three references. Applications to: D. Haynes, Chairman, Department of Art and Design, University of Alberta, Edmonton, Alberta, T6G 2C9.

DUNDAS VALLEY SCHOOL OF ART Director: Applications are invited for the position of Director, Dundas Valley Schools of Art. The post offers wide scope for imaginative person with artistic judgement, experience and administrative ability. Position open July 1, 1977. Applications in writing, to include a resume and three references are to be sent to Mrs. Barbara Cooper, Secretary to the Board, 21 Ogilvie Street, Dundas, Ontario.

CARLETON UNIVERSITY Department of Art History: Experienced 2-D Artist: Committed to print media, particularly relief, stencil and silk-screen printing, to act as Fine Arts Co-ordinator for Sanavik Co-operative, Baker Lake, N.W.T. Should also be familiar with sculpture concepts; must be willing to live in North (housing and service provided by Sanavik); Salary range $15,000.00 — $22,000.00 with 30 days holidays and moving expenses to North (removal expenses only after second year). Send applications to Mr. Don Ingram, P.O. Box 3062, Halifax, N.S. Telephone inquiries (902) 425-3672.

ART AND ARCHAELOGY

ROYAL ONTARIO MUSEUM East Asian Art and Archeology: Museum Curatorship open: Far Eastern Department Senior Curatorial position open for specialist in East Asian Art and Archaeology (Chinese or Japanese Painting and Decorative Arts, Buddhist Arts of Asia, Indian and Southeast Asian Art and Archaeology). Curatorial work with administrative possibilities. Cross-appointment for university teaching may be negotiated. Requirements: Ph.D. or equivalent. Working knowledge of Chinese or Japanese language or both. French desirable. Museum experience, ideally combined with some teaching experience. Rank and salary: commensurate with qualifications and experience. Applications: Please address applications and communications to Dr. James E. Cruise, Director, Royal Ontario Museum, (Chairman of Search Committee), 100 Queen's Park, Toronto, Ontario, Canada M5S 2C6. Include complete up-to-date C.V., with names and current addresses of three referees. Application deadline: September 15th, 1977.

BIOLOGY

UNIVERSITY OF CALGARY Department of Biology: Applications are invited from virologists, interested and committed to excellence in undergraduate teaching as well as graduate teaching and research, for the following post that will become available on August 1, 1977. Assistant Professor to be responsible for a course in virology at the senior undergraduate level and to assist in teaching immunology and general cell biology. An Assistant Professor is a full-time teaching appointment with a salary having a floor of $16,630 per annum (likely to be adjusted effective July 1, 1977). This appointment will be made for a 3-year term (in the first instance). Applicants should submit curriculum vitae and ask three referees to send letters of reference to Dr. J.H. Williamson, Head, Department of Biology, University of Calgary, Calgary, Alberta, Canada T2N 1N4 by May 31, 1977.

UNIVERSITY OF WATERLOO Department of Biology: Applications are being accepted for the position of Assistant Professor in Microbiology. Ph.D. require; post-doctoral experience preferred. Duties: to teach undergraduate virology and general microbiology and to establish an independent research program. Salary commensurate with qualifications. Send curriculum vitae and names of three referees to Dr. J.K. Morton, Chairman, Department of Biology, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment is July 1, 1977. Closing date for receipt of applications is when the position is filled.

BIOMEDICAL ENGINEERING

UNIVERSITY OF SASKATCHEWAN Biomedical Engineering Applications are invited for an appointment of Post-Doctoral Fellow/Research Associate in Biomedical Engineering. The appointment will be made on a full time research basis, in the area currently in progress: "On the Detection of Cardiovascular Abnormalities Via the Measurements and Processing of ECG and PCG". Applicants should have a good background in signal processing, computers, and basic training in biomedical engineering and cardiovascular systems with a strong inclination towards basic research. The research is conducted in cooperation with the Department of Physiology at the Medical School. Initial appointment is for a year with an option of extending it to a second year term. Curriculum vitae and names of three referees should be referred to: Dr. M.M. Gupta, Systems and Adaptive Control Research Laboratory, College of Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Possible appointment date: August 1, 1977.

UNIVERSITY OF TORONTO Institute of Biomedical Engineering: Applications are invited for the position of Director of the Biomedical Instrumentation Development Unit. The appointee would be responsible for the direction of a small staff collaborating with industry, hospitals and research establishments for the purpose of developing and marketing instruments. The Unit is part of the Institute of Biomedical Engineering and is funded primarily by the Federal Department of Industry, Trade and Commerce. Applicants should have a higher degree, experience in biomedical instrumentation and preferably some industrial experience. Initiative and a keen desire to contribute to the development of the Canadian biomedical engineering industry required. The position will also carry an academic appointment up to the level of Associate Professor in the Institutes as well as in an associated department of the University. Salary to be commensurate with qualifications, in the range of $25,000 plus; possible appointment date: July 1, 1977. Applications and curriculum vitae to: Dr. R.S.C. Cobbold, Director, Institute of Biomedical Engineering, University of Toronto, Toronto M5S 1A4.

BIOMEDICAL SCIENCE

UNIVERSITY OF GUELPH Department of Biomedical Science: A probationary appointment with the intention of a permanent position is available immediately at a professorial rank, dependent upon qualifications. Duties include undergraduate teaching in departmental courses in pharmacology, cellular pharmacology and toxicology to undergraduate veterinary medical students and undergraduate science students. Development of a graduate teaching and research program in aspects of the same discipline areas is expected. Requirements include the D.V.M. degree and advanced training to the Ph.D. level in veterinary toxicology and/or pharmacology. Applications should be made to: Dr. H.G. Downie, Professor and Chairman, Department of Biomedical Sciences, Ontario Veterinary College, University of Guelph, Guelph, Ontario. N1G 2W1, Canada.

BUILDING RESEARCH

CONCORDIA UNIVERSITY Building Research: Concordia University has recently established a Centre for Building Studies for the purpose of administering and giving direction to the existing and future educational and research activities in building within the University. The current educational offerings in the area of building within the Faculty of Engineering include an M.Eng (Building) and a doctoral area of buildings studies within the D. Eng. programme. These offerings have as their focus four areas of building which are building science, building environment, structures and construction management and which constitute the present areas of research within the centre. The Centre has recently received a 5 year Negotiated Development Grant from the National Research Council of Canada to accelerate its research program in building. The following personnel are required to augment the existing research group. Building Science: To specialize in the study of building enclosure systems and industrialised building systems. Emphasis will be on the evaluation of enclosure systems within the laboratory and in suit with respect to durability air and water penetration, dimensional stability and connections. Building Materials: To specialize in testing and evaluation of building materials. Emphasis will be on the testing of porous materials within the laboratory and in suit. Thermal Environment: To specialize in analysis, design and testing of building energy systems and the evaluation of alternative energy technologies. Construction Methods: To specialize in the development and assessment of practices for building construction and site organization. Computer Aided Building Design: To specialize in the application of computer technology and systems analysis techniques to building design and construction. During the five-year tenure of the NDG, key personnel will be phased into faculty positions and will participate in the educational programmes of the Centre, as well as continuing to supervise graduate students and conduct research. Salaries of these positions are negotiable, depending on academic qualifications and experience. Candidates should apply in writing, enclosing a complete resume, to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Que.

BOTANY AND GENETICS

UNIVERSITY OF GUELPH Department of Botany and Genetics: offers a faculty position for a plant scientist in the area of ultrastructure, anatomy or morphology. The Successful applicant will be expected to teach in one of the introductory courses offered by the department and also at the advanced level in his/her area of specialization. Candidates should have a strong research background and will be ex-

pected to further his/her researches at Guelph. Academic rank and salary commensurate with qualifications and experience. Position to be filled as soon as a suitable candidate is available after April 15, 1977. Applications should include a curriculum vitae and names of two referees, and be sent to: The Chairman, Department of Botany & Genetics, College of Biological Science, University of Guelph, Guelph, Ontario, N1G 2W1.

BUSINESS

UNIVERSITY OF CALGARY Faculty of Business: Applications are invited for academic positions in Business Policy. Qualifications required are an advanced degree. Considerable business or government experience is very desirable. Ability to teach Introduction to Business, Business Strategy, Business Communications, or Public Administration is a definite plus. Duties involve undergraduate and graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1977. Direct all enquiries to Dr. Robert A. Schulz, Chairman, Policy and Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

UNIVERSITY OF CALGARY Faculty of Business: Applications are invited for Assistant/Associate/Full Professor to teach Marketing Courses at both the graduate and undergraduate level beginning July 1, 1977. Qualifications required are doctorate teaching experience, and strong research potential. Rank and salary are open and competitive. Direct inquiries to: Mr. H. Vogel, Chairman, Marketing Area, Faculty of Business, The University of Calgary, Calgary, Alberta T2N 1N4.

UNIVERSITY OF CALGARY Faculty of Business: Applications are invited for academic positions in Business Communications (written and oral). Considerable business, government, or teaching experience is very desirable. Duties include undergraduate teaching and the future possibilities of graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1977. Direct all enquiries to Dr. Robert A. Schulz, Chairman, Policy and Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta T2N 1N4.

UNIVERSITY OF CALGARY Faculty of Business: Applications are invited for Assistant/Associate/Full Professor to teach Organization Theory, Labour Relations, or Public Management, beginning July 1, 1977. Qualifications required are doctorate, teaching experience, and strong research potential. Rank and salary are open and competitive. Direct inquiries to Dr. Perry H. Cunningham, Chairman, Management Area, Faculty of Business, The University of Calgary, Calgary, Alberta T2N 1N4.

UNIVERSITY OF CALGARY Faculty of Business: Applications are invited for academic positions in Business Law. Qualifications required are a law degree and/or an M.B.A. Considerable experience is helpful. Duties involve undergraduate and graduate teaching and research. Rank and salary are based on qualifications and experience. Appointments effective July 1, 1977. Direct all enquiries to Dr. Robert A. Schulz, Chairman, Policy and Environment Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

UNIVERSITY OF CALGARY Faculty of Business: Applications are invited for academic positions in Accounting. Qualifications required are doctorate or dissertation near completion. Duties involve undergraduate and graduate teaching, and research. Rank and salary based on experience. Direct all inquiries to Dr. C.A. Prentice, Chairman, Accounting Area, Faculty of Business, The University of Calgary, Calgary, Alberta, T2N 1N4.

MCMASTER UNIVERSITY Faculty of Business: Position in accounting. Rank open. Ph. D. completed or near completion. Duties: teach and do research in accounting. Areas to be covered: Managerial, Controllership, Systems, and Financial. Salary appropriate for qualifications. Please forward applications to: W.J. Schlatter, Chairman of Accounting, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. Effective date of appointment, July 1, 1977. Closing date: when position filled.

MCMASTER UNIVERSITY Faculty of Business (Finance areas): Rank open in Finance. Qualifications: Doctorate or dissertation in progress. Duties: Research and teaching at the graduate and undergraduate levels with interests in managerial finance, securities and/or income taxation. Salary open. Please forward applications to: Dr. Stanley N. Laiken, Chairman, Finance Area, Faculty of Business, McMaster University, Hamilton, Ontario. L8S 4M4. Effective date of appointment: July 1, 1977. Closing date: when filled.

MCMASTER UNIVERSITY Faculty of Business (Marketing area): Assistant or Associate Professor level. Qualifications required: Doctorate or dissertation in progress. Duties: Research and teaching at the graduate and undergraduate levels with interests in distribution and retail management. Salary open. Please forward applications to: Dr. Bent Stidsen, Chairman, Marketing Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4. Effective date of appointment: July 1, 1977. Closing date: when filled.

THE CAUT BULLETIN

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Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

MCMASTER UNIVERSITY Faculty of Business: Faculty position at the rank of Full, Associate or Assistant Professor in the Personnel and Industrial Relations Area commencing July 1, 1977. Successful candidate will be expected to make a strong contribution to research in Industrial Relations and to teach graduate and undergraduate students in such subjects as organizational behaviour, personnel management and labour relations. Send curriculum vitae to: Dr. Roy J. Adams, Chairman, Personnel and Industrial Relations Area, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

MCMASTER UNIVERSITY Department of Business Administration: Applications are invited for the position of Assistant Professor of Management Information Systems. Candidates should have the doctorate completed or near completion. Duties include graduate and undergraduate teaching and research in management information systems. Applicants should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. A.Z. Szendrovits, Chairman, Production and Management Science Area, Faculty of Business, McMaster University, Hamilton, Ontario L8S 4M4.

MCMASTER UNIVERSITY Faculty of Business (Administration): Applications are invited for the position of Assistant Professor of Management Science. Candidates should have the doctorate completed and, preferably, should also have some teaching and research experience. Duties include graduate and undergraduate teaching and research. Applicants should provide a curriculum vitae, academic transcripts, a brief description of teaching and research interests and names of references to Dr. A.Z. Szendrovits, Chairman, Production and Management Science Area, Faculty of Business, McMaster University Hamilton, Ontario, L8S 4M4.

QUEEN'S UNIVERSITY School of Business: Assistant or Associate Professor(s). Two positions open for term appointments for applicants holding Ph.D. Teaching and research duties in any of the principal fields or organizational and managerial studies. Competitive salary levels depending on experience. Send resume to R.J. Hand, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

BUSINESS ADMINISTRATION

UNIVERSITY OF ALBERTA Faculty of Business Administration and Commerce: Applications are invited for six (6) faculty positions available July 1, 1977. Teaching and research interests should be in business policy, organization theory, finance, management science and accounting. Ph.D. or equivalent is desirable. Salary and rank depend upon qualifications. Applications are welcome until positions are filled. Submit applications with resume to Roger S. Smith, Acting Dean, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Canada T6G 2G1.

BUSINESS ADMINISTRATION

ST. FRANCIS XAVIER UNIVERSITY Department of Business Administration: Applications are invited from persons interested in teaching undergraduate business administration courses, especially marketing. Minimum qualification is MBA. Doctorate and/or teaching or business experience is preferred. Rank and salary depend upon qualifications. Position(s) will be filled for September 1977 subject to budget approval. Send resumes to John T. Sears, Dean of Arts and of Science, St. F.X. University, Antigonish, Nova Scotia, B2G 1C0.

BUSINESS EDUCATION

UNIVERSITY OF MANITOBA Department of Business Education: Teaching business education courses (curriculum and methods) at the graduate and undergraduate program level. Prefer doctorate and public school or university teaching experience, masters degree considered. Assistant professor, salary based on qualifications. Send resume and credentials before May 10, 1977 to: Dr. Murray McPherson, Chairman Mathematics and Natural Science, Faculty of Education, University of Manitoba, Beginning date September 1, 1977, appointment July 1, 1977.

CHEMISTRY

UNIVERSITY OF SASKATCHEWAN Department of Chemistry: Applications are invited for a permanent appointment at the Assistant Professor level in chemistry for undergraduate and graduate teaching and research in theoretical chemistry. The appointment is to be effective July 1, or September 1, 1977. Salaries are currently under negotiation: 1976-77 Assistant Professor range is $16,500 - $21,450. Resume and names of references to: Dr. A.R. Knight, Professor and Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF WATERLOO Department of Chemistry: Applications are being accepted for the position of Assistant Professor, specialization bio-organic or biochemistry. Initial 2 year term. Teaching undergraduate biochemistry or some organic. Excellent research opportunities for research in Guelph-Waterloo Centre. Applicants must be Canadian or landed immigrants, and should send a complete resume and research proposal to chairman by May 31, 1977.

CHILD CARE

UNIVERSITY OF VICTORIA Child Care Programme: Assistant or Associate Professor. Suitably qualified person may be appointed Associate Director of the Programme. Applicants should hold a Ph.D. and have had considerable experience in supervising the field work of undergraduates. He or she should also have clearly defined interests in research and community programmes giving child and family care. The position will involve teaching two courses on the theory and practice of child care as well as some administrative work. Salary and fringe benefits competitive. Applications as well as letters of reference to be sent directly by the referee to Dr. C.D. Webster, Director, Child Care Programme, University of Victoria, P.O. Box 1700, Victoria B.C. V8W 2Y2. The closing date for applications is June 30, 1977. Duties to commence, if possible, on or before September 1, 1977.

CHINESE

UNIVERSITY OF CALGARY Department of Germanic and Slavic Studies: Subject to the availibility of funds. Applications are invited for a full-time two-year term appointment in Chinese Language, preferably at the Assistant Professor level to begin July 1, 1977. Candidates should hold advanced degrees and have teaching experience. Salary will be commensurate with qualifications. Men and women may apply. Curriculum vitae, and the names of at least three referees, should be sent to: Dr. R.S. Struc, Head, Department of Germanic and Slavic Studies, the University of Calgary Calgary, Alberta, T2N 1N4. Candidates are requested to submit their applications as early as possible. Closing date when position filled.

CIVIL ENGINEERING

UNIVERSITY OF CALGARY Department of Civil Engineering: Applications are invited for vacancies at the Assistant or Associate Professor level in Geotechnical Engineering and Water Resources Engineering. Duties include teaching at both the undergraduate and graduate levels together with related research. Research interest and experience in Urban Water Management, Systems Analysis, Economics, Simulation Techniques and/or Resource Conservation would be considered an asset for the Water Resources position. A strong background in research and/or engineering practice will be desirable for the Geotechnical Engineering position. The initial appointment is for 3 years commencing July 1, 1977. Inquiries and Applications including curriculum vitae should be sent to: M.A. Ward, Head, Department of Civil Engineering, University of Calgary, Calgary, Alberta, T2N 1N4.

McMASTER UNIVERSITY The Department of Civil Engineering and Engineering Mechanics at McMaster University will be making a one or two year appointment for sabbatical replacements in the transportation engineering field at the Assistant Professor level, effective July 1, 1977 or as soon as feasible thereafter. Applicants should hold the Ph.D. degree and have an interest in both traffic engineering and transportation planning. Applicants with interest in only one of these fields can be considered only for a one year appointment. The successful applicant will be expected to participate in the undergraduate and graduate teaching programmes and also conduct research in his field or specializations; salary level commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent as soon as possible to Dr. A.C. Heidebrecht, Chairman, Department of Civil Engineering and Engineering Mechanics, McMaster University, Hamilton, Ontario, L8S 4L7.

UNIVERSITY OF TORONTO Civil Engineering: one or two Assistant or Associate Professors required for July 1, 1977 or as soon as possible thereafter. The position(s) will involve undergraduate, graduate and continuing education teaching, and research in Construction Engineering (Construction experience is required) and Structural Engineering (demonstrated expertise in steel research will be an asset). Preference will be given to candidates with a doctorate degree who have had engineering experience. Applications with curriculum vitae and names of three referees should be sent to: Professor G.W. Heinke, Chairman, Department of Civil Engineering, University of Toronto, 35 St. George St., Toronto, Ontario, M5S 1A4.

CIVIL ENGINEERING

UNIVERSITY OF WATERLOO Department of Civil Engineering: Applications are being accepted for the position of Assistant, Associate or Full Professor. Ph.D. required in the area of Soil Mechanics. Industrial and academic experience desirable. Duties include teaching and Research. Salary pending on experience. Please address inquiries to Dr. T.H. Topper, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario. Effective date of appointment — when available. Closing date for receipt of applications is June 30, 1977.

CLASSICS

DALHOUSIE UNIVERSITY Department of Classics: Applications are invited for the position of Assistant Professor. The department is seeking someone able to instruct in the Latin language, Classical and Christian Latin literature; to teach courses in translation on various aspects of ancient culture able to contribute to the undergraduate and graduate programme of the department. Normal salary range. Send curriculum vitae to Dr. J.P. Atherton, Chairman, Department of Classics, Dalhousie University, Halifax, Nova Scotia, B3H 3J5 by April 30, 1977. Appointment commencing July 1, 1977.

UNIVERSITY OF MANITOBA Department of Classics: Applications and nominations are invited for the position of Head of the Department of Classics, University of Manitoba, upon the retirement from that post of Professor E.G. Berry. The Department offers undergraduate programs in Greek, Latin and Classical Studies, and some M.A. work in Latin and Greek languages and literatures. Applicants should be established scholars with active research interests and a strong commitment to teaching. The successful candidate will hold a tenured position in the Department; the appointment as Head will be for a term of 4-5 years, with the possibility of renewal Rank and salary will be commensurate with qualifications and experience. The appointee will take up his/her duties on July 1, 1978. Applications including curriculum vitae, list of publications, and the names and addresses of three referees, should be sent to Chairman, Classics Headship Selection Committee, Room 309, Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2, and must be received by September 15, 1977.

MCMASTER UNIVERSITY Classics: Lecturer or Assistant Professor required for one-year sessional appointment, July 1, 1977. Ph.D. or equivalent and teaching experience. For undergraduate teaching in Classical Civilization, Greek/Latin. Salary commensurate with qualifications and experience. Applications to be sent to Professor A.G. McKay, Chairman, Department of Classics, McMaster University, Hamilton, Ontario L8S 4M2. Please send curriculum vitae and the names of three referees.

COMMUNICATION

UNIVERSITÉ DE MONTRÉAL Section de communication: Professeur invité pour une période d'un an, à partir du 1er juin 1977. Adresser candidature avec curriculum vitae et publications à: Dr. Annie Méar, directeur, Section de Communication, Université de Montréal, C.P. 6128, Montréal, P.Q.

COMPUTER SCIENCE

UNIVERSITY OF CALGARY Department of Computer Science: Applications are invited for faculty positions at the Assistant or Associate Professor level. One or two positions are expected to be available, subject to budget approval. Applicants should have a Ph.D. in Computer Science or a closely related discipline. Preference will be given to applicants with a research interest in Computer Architecture, Computer Networks or Data Base Management, but other applications will be considered. Enquiries and applications, the latter including a curriculum vitae and the names of three referees, should be directed to: A.W. Colijn, Head, Dept. of Computer Science, The University of Calgary, Alberta, Canada T2N 1N4.

CONCORDIA UNIVERSITY Computer Science and Mathematics: Post Doctoral Fellowship for Computational Investigations in Algebra/Combinatorics. Available 1977-78. Please write, giving reference to Dr. J. McKay, Department of Computer Science, Room H963, Concordia University 1455 de Maisonneuve Blvd. W., Montreal, P.Q. H3G 1M8.

CURRICULUM AND INSTRUCTION

MEMORIAL UNIVERSITY Curriculum and Instruction Department: Position: mathematics education. Qualifications: Doctorate or near doctorate, teaching experience in the area of mathematics education. Nature of Duties: Undergraduate and graduate instruction in mathematics education. Salary and rank: Commensurate with qualifications and experience. Apply to: Dr. F. Riggs, Head, Department of Curriculum and Instruction, Faculty of Education, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7. Include Curriculum Vitae and names of three referees. Effective date of appointment: 1st September 1977. Deadline for applications: When position filled.

UNIVERSITY OF NEW BRUNSWICK Faculty of Education Curriculum and Instruction: A faculty member is required at the rank of an Assistant Professor commencing July 1, 1977, to teach curriculum and instruction courses in French as a second language at the undergraduate and graduate levels and to supervise in-school experiences. Appropriate experience and a completed graduate degree would constitute the minimum acceptable qualifications. A doctorate and teaching of English as a second language and teaching in immerison programs would be assets. Salaries and benefits will be in accordance with regular University of New Brunswick scales and plans. Please apply to Professor Robert Hawkes, Chairman, Division of Curriculum and Instruction, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3, submitting curriculum vitae and the names of three references.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Curriculum and Instruction: Position in Art Education. Qualifications are doctorate or dissertation stage. Duties involve teaching undergraduate courses in Art Education on Primary, Elementary, and Secondary Teacher Education Programs. Salary and rank commensurate with qualifications and experience. Apply to: Dr. Frank Riggs, Head, Department of Curriculum and Instruction, Faculty of Education, Memorial University of Newfoundland, St. John's Newfoundland A1C 5S7. Effective date of appointment 1st September, 1977. Deadline for applications when position filled.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Curriculum & Instruction: Assistant Professor. The position involves developing a program in Native Education and teaching undergraduate courses in that area. Relevant experience desirable. Salary open. Dr. F. Riggs, Department of Curriculum & Instruction, Memorial University of Newfoundland, St. John's, Newfoundland. When position filled.

DANCE

UNIVERSITY OF WATERLOO Honours Dance Programme: Applications are being accepted for the position of Assistant Professor or Lecturer in Dance Criticism and Philosophy or Dance Ethnology. Qualifications include a background in either Philosophy and Dance or Anthropology and Sociology. Background in Dance Therapy or Modern Dance Performance is also desirable. Masters degree is minimal requirement. Duties include teaching undergraduate courses in area of specialization. Salary and work commensurate with amount and quality of experience. Those interested should send application to Dr. Neil Widmeyer, chairman, Dance Coordinating Committee, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is September 1, 1977. Closing date for receipt of application is May 31, 1977.

UNIVERSITY OF WATERLOO Honours Dance Programme: Applications are being accepted for the position of Lecturer in Modern Dance Performance and Production. Qualifications include a specialization in Modern Dance Technique, Performance and Production. Duties include teaching theory and studio classes and act as Director of University Dance Company. Salary and work commensurate with amount and quality of experience. Those interested should send application to Dr. Neil Widmeyer, Chairman, Dance Coordinating Committee, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is September 1, 1977. Closing date for receipt of application is May 31, 1977.

DATA PROCESSING

UNIVERSITY OF GUELPH Data Processing Division: Systems Analyst for the Systems and Data Processing Division of the Library. Responsible for the development and maintenance of several major systems. Must have a thorough knowledge of high level programming languages. Experience with mini-computer desirable. Position to be filled May 1st, 1977 or other date by agreement. Applications should be addressed to Miss M.D. Cameron, Assistant Librarian for Personnel, The Library, University of Guelph, Guelph, Ontario. N1G 2W1.

DENTISTRY

MCGILL UNIVERSITY Department of Dentistry (Periodontist): Full-time position for periodontist, preferably with background experience or interest in Preventive Dentistry. Candidates must be eligible for licensure by the Order of Dentists of Quebec, have a National Dental Examining Board Certificate and be prepared to fulfill French language requirements enabling him/her to teach clinically and enjoy consulting and private practice privileges. Temporary license would be granted in the interim. Academic rank and duties: Assistant Professor to participate in the undergraduate teaching of periodontics and preventive dentistry. Salary commensurate with teaching and clinical experience. Please send curriculum vitae and reference to Dr. R.F. Harvey, Faculty of Dentistry, McGill University, 3640 University Street, Montreal, Quebec H3A 2B2.

EDUCATION

DALHOUSIE UNIVERSITY Department of Education: One position, rank open. Ph.D. required. Economics and Education and related areas. Teaching duties would include courses from B. Ed. to the Ph.D. level. Forward applications to: Chairperson, Appointments Committee, Department of Education, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. Date or appointment: July 1, 1977. Appointment contingent upon the availability of funds.

MCGILL UNIVERSITY Faculty of Education: Assistant or Associate Professor of Educational Administration (pending funding). Doctorate in Educational Administration or related field. Graduate teaching and thesis supervision. Salary negotiable. Apply to: Dr. Geoffrey B. Isherwood, Chairman, Educational Administration, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec, H3A 1Y2.

UNIVERSITY OF NEW BRUNSWICK Faculty of Education (Curriculum and Instruction): A teaching Director and two other faculty members are required at the level of Lecturer, Assistant Professor, or Associate Professor for 1977-78, to work in a campus and field based project designed to provide a B.Ed. (Elementary) degree program for a group of native Indian students during the period 1977-81. Each of the three members appointed should be competent to instruct in such a program in two of the following educational subject matter areas: Educational Foundations, English, Reading, Mathematics, Science, Social Studes. Initial appointments will be for one year. They will be subject to consideration for renewal but, at present, the positions are not perceived as continuing beyond the project termination date (i.e. 1981). Appropriate experience and a completed graduate degree would constitute the minimum acceptable qualifications. A doctorate and teaching or work experience with minorities or disadvantaged groups would be decided assets. Candidates for the position of Director should have administrative and supervisory experience. Salaries and benefits will be in accordance with regular U.N.B. scales and plans. A modest administrative stipend will be paid the Director, who will work in cooperation with an advisory committee composed of university faculty members and native Indian educators. Please apply to Professor R.E. Hawkes, Chairman, Curriculum and Instruction Division, Faculty of Education, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3, submitting curriculum vitae and the names of three references. Appointments will be effective July 1, 1977.

UNIVERSITY OF WESTERN ONTARIO Faculty of Education: Three term appointments (Assistant Professor) in Educational Psychology. Two of the positions require doctoral level training in Child Development, Adolescent Development, Social Psychology or Special Education. The third position requires doctoral level training in Counselling and/or Guidance with experience in the supervision of counselling interns. Responsibilities include instruction, supervision and research at both the undergraduate and graduate level. Salary is open and appointments will be made as of July 1, 1977. Applicants should submit vitae and the names of three referees to Dean B. Shapiro, Faculty of Education, University of Western Ontario, London, Ontario N6G 1G7.

UNIVERSITY OF WINDSOR Faculty of Education: Assistant Professor or Associate Professor in Educational Administration. Candidates should have a Doctorate, with teaching or supervisory experience, preferably at the Secondary level. Experience in the following areas would be useful: Law, Finance, School Systems. The position calls for graduate and undergraduate teaching, supervision of graduate students at the Master's level, and participation in research. Salary is negotiable according to qualifications and experience. Date of Appointment: July 1,

1977. The position is open until filled. Send application to: The Dean, Faculty of Education, University of Windsor, Windsor, Ontario, N9B 3P4.

ELECTRICAL ENGINEERING

CONCORDIA UNIVERSITY **Department of Electrical Engineering:** Applications are invited for a faculty position at the Assistant or Associate level in the Department of Electrical Engineering at Concordia University, where expansion is planned in the Digital Systems Design/Application area. Candidates should have a Doctorate and experience in one or more of the following areas: minicomputer and microprocessor architecture, applications, and software; computer-aided digital design, simulation, and control. Responsibilities include undergraduate and graduate teaching, as well as supervision of Masters and Doctoral students. Interested individuals should send resumé to: Dr. M.N.S. Swamy, Professor and Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Canada, H3G 1M8.

MCGILL UNIVERSITY **Department of Electrical Engineering** invites applications for a senior appointment in communications (digital communications preferred). Openings at the Assistant Professor level exist in the areas of digital systems and hardware, communications, and system theory. Enquiries to Dr. P. Silvester, Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal H3A 2A7.

MCMASTER UNIVERSITY **Department of Electrical Engineering (Faculty Appointment):** Assistant Professor for a two-year contractually-limited appointment. Duties include teaching undergraduate courses and participating in the graduate / research program in the area of power / control. Applicants with a Ph.D. an industrial experience preferred. Salary will be according to qualifications and experience. Submit with application letter a detailed curriculum vitae and names of references to Dr. E. Della Torre, Chairman, Department of Electrical Engineering, McMaster University, Hamilton, Ontario, L8S 4L7. Appointment effective July 1, 1977 or as soon as feasible thereafter.

UNIVERSITY OF TORONTO **Department of Electrical Engineering:** An Assistant Professor required by July 1977. The position will involve undergraduate teaching, as well as supervision of graduate work and research in the general area of electronics with particular emphasis on one or more of: modern signal processing, instrumentation techniques, and computer aided design of integrated circuits. Applicants should hold a doctorate in an appropriate area and be familiar with modern technology. Industrial experience will be considered an asset. The salary level is commensurate with qualifications. Applications with curriculum vitae should be addressed to: Professor K.C. Smith, Chairman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario M5S 1A4. Canada.

ENGINEERING

UNIVERSITY OF CALGARY **Faculty of Engineering:** Applications are invited for three academic positions at the Assistant or Associate Professorial rank, effective September 1, 1977. The candidate will be expected to undertake undergraduate and graduate teaching as well as research in his/her area of specialization or in related areas. Since at least two of the three appointments will be at the Assistant Professorial rank for an initial three year term, these positions may be of particular interest to younger applicants who have recently completed their studies. Industrial experience is considered to be beneficial. Applications with a detailed resume and the names of three referees should be mailed prior to March 15, 1977 to: Dr. P.G. Clockner, Head, Department of Mechanical Engineering, The University of Calgary, Calgary, Alberta, Canada T2N 1N4.

UNIVERSITY OF REGINA **Faculty of Engineering:** Applications are invited for a limited term appointment as Special Lecturer tenable September 1, 1977. Applicants should be qualified for teaching and developing undergraduate classes in Fluid Mechanics and Thermodynamics with a strong interest in renewable energy. Ph.D. desirable but not required. Salary will depend on qualifications and experience. A curriculum vitae, together with the names of three referees, should be sent to the Dean of Engineering, University of Regina, Regina, Saskatchewan S4S 0A2.

UNIVERSITY OF REGINA **Faculty of Engineering:** Applications are invited for the position of Assistant or Associate Professor commencing July 1, 1977. Applicants should be qualified for teaching and developing undergraduate classes in Engineering Design Graphics and Strength of Materials. Ph.D. desirable but not required. Salary will depend on qualifications and experience. A curriculum vitae, together with the names of three referees should be sent to the Dean of Engineering, University of Regina, Regina, Saskatchewan S4S 0A2.

UNIVERSITY OF REGINA **Faculty of Engineering:** An opening is available in the Electronic Information Systems Engineering area at the Assistant/Associate Professor level for July, 1977. Qualifications include a doctorate and/or industrial experience in Electrical Engineering with interest and ability in both teaching and research. The applicant should be in the Operations Research, Systems Analysis area with ability to teach undergraduate courses in other areas of engineering design. Rank and salary dependent upon qualifications. Send a complete resume with the names of three referees to Dr. P. Bhartia, Faculty of Engineering, University of Regina, Regina, Saskatchewan S4S 0A2.

UNIVERSITY OF REGINA **Faculty of Engineering:** Applications are invited for the position of Assistant or Associate Professor commencing July 1, 1977. Applicants should be qualified for teaching and research in Water Quality Management, Wastewater Engineering and Environmental Impact Assessment (or Environmental Impact Assessment and Land Use Management). Ph.D. with professional experience. A curriculum vitae, together with the names of three referees should be sent to Dr. G. Fuller, Faculty of Engineering, University of Regina, Regina, Saskatchewan S4S 0A2.

ECONOMICS

UNIVERSITY OF SASKATCHEWAN **Department Economics and Political Science:** Applications are invited for 1) a one-year replacement at the lecturer rank. Applicants will be expected to teach at least one introductory level class. Fields of specialization are open but Canadian politics is preferred. AND 2) a permanent appointment in Comparative Politics (subject to budgetary approval). Applicants should have an additional specialization in Canadian Politics, although other specializations will be considered. Candidates should possess a Ph.D., publications and teaching experience. Appointment will be at the Assistant Professor rank with salary (in the range $16,498—21,448) commensurate with qualifications and experience. Applications with curriculum vitae and the names of three referees should be sent to: Professor R.G. Beck, Head, Department of Economics & Political Science, University of Saskatchewan, Saskatoon, Saskatchewan. S7N 0W0.

UNIVERSITY OF WATERLOO **Department of Economics:** Applications are being accepted for the position of Full Professor. Solid publication record. Research on Canadian Problems an asset. Duties include teaching and research. Salary competitive. Contact: Dr. Robert R. Kerton, Chairman, Department of Economics, University of Waterloo. Starting date negotiable.

ELECTRONICS

CARLETON UNIVERSITY **Department of Electronics:** has an opening at the Assistant Professor level for a faculty member to conduct undergraduate and graduate teaching and research in the areas of Communications Electronics and Electromagnetic Engineering. The candidate should possess a Ph.D. in Electrical Engineering. The appointment will become effective July 1977; closing date for applications is June 6, 1977. Applicants should submit curriculum vitae and names of 3 referees to the Chairman, Department of Electronics, Faculty of Engineering, Carleton University, Ottawa, Ontario, K1S 5B6.

ENGLISH

UNIVERSITY OF MANITOBA **Department of English:** Applications and nominations are invited for the position of Head of the Department of English, University of Manitoba. The Department currently has 39 faculty members. The successful candidate will hold a tenured position in the Department; the appointment as Head will be for a period of 4-5 years, with the possibility of renewal. Rank and salary will be commensurate with qualifications and experience. The appointee will begin his/her duties on July 1, 1978. Applications or nominations should be sent to the Chairman, English Headship Selection Committee, Room 309 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, and must be received by September 15, 1977.

UNIVERSITY OF WINDSOR **English Department:** Applications are invited for two full-time appointments at the rank of assistant professor. Applicants should have the Ph.D. or its equivalent. For one of the positions, we seek a specialist in applied linguistics who would be particularly qualified in the teaching of English as a second language. Salary is negotiable, depending on experience and qualifications. Appointments would be effective July 1, 1977. Applications should be received, not later than May 31, 1977, by Dr. John F. Sullivan, Head, Department of English, University of Windsor, Windsor, Ontario, N9B 3P4.

ENVIRONMENTAL DESIGN

UNIVERSITY OF CALGARY **Faculty of Environmental Design:** invites applications for the position of **Energy Analyst.** Graduate interdisciplinary curriculum joins architecture, environmental science and urbanism in a framework of man-environment studies. Candidates must possess post-graduate qualifications and a sound knowledge of energy conservation, technologies and renewable energy alternatives. Demonstrated teaching, research and project development skills in a university or relevant professional context essential. Candidates with knowledge of Canadian Energy Studies, as well as expertise related to interdisciplinary topics such as energy-urban form or energy use in buildings, preferred. Duties will include teaching, research and workshop participation with colleagues and students. Salary and rank appointment commensurate with qualifications. Appointment July 1, 1977. Apply in writing, including C.V. and expression of interests to: Dean W.T. Perks, Faculty of Environmental Design, The University of Calgary, Calgary, Alberta, Canada T2N 1N4.

FAMILY MEDICINE

QUEEN'S UNIVERSITY **Department of Family Medicine:** Applications are invited for a new full time position at the level of Junior Assistant Professor. The successful applicant will have responsibility for teaching Family Medicine in an established Postgraduate Program. Certification (or eligibility for Certification) by the College of Family Physicians of Canada is a prerequisite. Interested applicants should send curriculum vitae and full details to: Dr. E.R. Haynes, Professor and Head, Department of Family Medicine, Queen's University, P.O. Bag 8888, Kingston, Ontario, K7L 5E9.

FAMILY STUDIES

UNIVERSITY OF GUELPH **Department of Family Studies:** Applications are invited for the following positions, appointments effective from July 1, 1977: Applied Human Nutrition — candidates should have a Ph.D. in nutrition with an emphasis in human nutrition and an interest in relating nutrition to the behavioural sciences. Gerontology — social scientist with Ph.D., established research experience, an interest in teaching courses in both social gerontology and in some other aspect of Family Studies. Psychology (Applied or Educational) — candidates should have a Ph.D., active research interests and experience in working with developmental or learning handicap in family settings. In all three positions, appointment may be at the level of Assistant or Associate Professor. Positions open until filled. Salary commensurate with qualifications and experience. Apply to Dr. Richard M. Barham, Chairman, Department of Family Studies, University of Guelph, Guelph, Ontario.

FINE ARTS

BISHOP'S UNIVERSITY **Faculty of Fine Arts:** Applications are invited for a new position at the assistant or associate professor level. Duties will include the establishing of practical and theoretical courses leading to a major in Fine Arts within the B.A. degree. A doctorate or its equivalent is required and some teaching and administrative experience is desirable. A working knowledge of French would be an advantage. The position will become effective on July 1, 1977. Applicants should send curriculum vitae, the names of three references and, if possible, copies of publications to Dr. K. Harper, Chairman, Division of Humanities, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

CONCORDIA UNIVERSITY **Faculty of Fine Arts:** The Faculty of Fine Arts of Concordia University in Montreal invites applications for a full-time position in Art Education. The appointment is to commence June 1, 1977. The position will involve teaching Art Education courses at both the undergraduate and graduate levels, supervision of Art Education interns and related administrative responsibilities. The candidate should possess a background in Media for the Secondary Schools (photography, video, film) university teaching experience and evidence of research activity. A doctorate in Art Education is required and bilingualism (English-French) would be an asset. Salary and rank are negotiable and will depend upon the applicant's qualifications. Letters of application should be accompanied by a curriculum vitae and the names of three persons who would provide references. Address inquiries and applications to: Dean Alfred Pinsky, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. W. Annex FA, Room 202, Montreal, Quebec, H3G 1M8, Canada.

CONCORDIA UNIVERSITY **Faculty of Fine Arts:** The Faculty's Division of Performing Arts invites applications for the post of Costume Designer-Teacher to take charge of the costume area and teach in the Theatre Arts programme which offers B.F.A. degrees in Drama, Performance, Drama in Education, and Scenography. The Theatre Section presently comprises 8 full-time faculty members, including 4 in scenography, plus one full-time technical supervisor and paid student assistants. Qualifications: MFA degree or equivalent professional experience; design, pattern drafting, and cutting experience is required, teaching experience at university or equivalent instituion is desirable bilingualism is considered an asset (French and English). Duties: designing, cutting, and supervising the execution of costumes for 4 to 6 productions each academic year; teaching courses in costume design and costume construction; interest and ability to teach in another area of theatre are highly desirable. The normal teaching load is three courses per year (18 credits). Production work is included as part of the teaching course load but a certain amount of work in production outside of the normal course load is expected. Rank and salary are negotiable depending upon qualifications and experience. The closing date for applications is March 15, 1977 or until filled. Applications should be accompanied by a complete curriculum vitae and a dossier including slides or photographs of design work, and three letters of reference or the names of at least three persons who are familiar with the applicant's work and who would be prepared to provide references. Please address all inquiries and/or applications to: Professor Joseph

T. Cazalet, Director, Division of Performing Arts, Concordia University, 7141 Sherbrooke St. West, Montreal, P.Q., H4B 1R6.

FRANÇAIS/FRENCH

UNIVERSITÉ DE L'ALBERTA Collège Universitaire Saint-Jean. Nous cherchons un professeur, niveau professeur adjoint, Ph.D. ou l'équivalent, dans l'enseignement du français à des anglophones et à des francophones en milieu exposé. La nomination se fera à partir du 1er juillet 1977. L'échelle de salaires 1977-78 est $16,587 - 21,542, selon les qualifications. Les candidatures sont à adresser à M. F.J. McMahon, Doyen du Collège Universitaire Saint-Jean, 8406 - 91ème rue, Edmonton, Alberta. Date limite: un mois après la parution de cette annonce.

ERINDALE COLLEGE, UNIVERSITY OF TORONTO. Department of French Applications are invited for a one-year appointment at the level of lecturer or assistant professor. Qualifications: PhD, with specialization in modern French drama and/or French Canadian literature, and with experience as a language teacher. Duties: to teach undergraduate language practice and one literature course. Salary and rank to be based on qualifications, experience and availability of funds. Letter of application, including curriculum vitae and names of three referees, should be addressed to Professor David A. Trott, Department of French, Erindale College, University of Toronto, Mississauga, Ontario, L5L 1C6. Effective July 1, 1977. Applications received until position filled.

UNIVERSITY OF TORONTO Department of French: One-year appointment as lecturer or assistant-professor teaching mainly undergraduate language practice. Ph.D. with specialization in Comparative Stylistics and Advanced Translation and/or post-Renaissance literature, with experience as language teacher. Applications to Selection Committee, Rm 2220, 7 King's College Circle, Toronto M5S 1A1.

GEOGRAPHY

YORK UNIVERSITY Geography: Applications are invited for a cross-appointed faculty position in the Department of Geography and the Urban Studies Programme (Division of Social Science) at York University. Applicants should have teaching and research interests in political and/or economic aspects of urban development and must be willing to participate actively in an established interdisciplinary undergraduate programme in urban studies. An interest in applied work is desirable. Applicants must hold the Ph.D. and may expect to contribute at both the undergraduate and graduate levels. Rank and salary commensurate with qualifications. Send applications including a Curriculum Vitae and the names of three referees to Dr. Edward S. Spence, Chairman, Department of Geography, York University, Downsview, Ontario M3J 1P3.

YORK UNIVERSITY Department of Geography Biogeographer / Ecologist: Applications are invited for a cross-appointed faculty position in the Department of Geography and the Faculty of Environmental Studies at York University. Applicants are sought with particular teaching and research interests in the following areas: Ecosystem Stimulation, Research Design, Environmental Impact Assessment, and Resource Management. Teaching responsibilities will be at both undergraduate and graduate levels. Candidates must have completed their Ph.D. Send applications including a Curriculum Vitae and the names of three referees to Dr. Edward S. Spence, Chairman, Department of Geography, York University, Downsview, Ontario M3J 1P3.

UNIVERSITY OF MANITOBA Department of Geography: Position of Assistant or Associate Professor, available July 1, 1977. Ph.D., or equivalent in published research, required. Rank and salary will be dependent on qualifications and experience. Applicants should have a principal research interest in land resources management. Duties will include instruction of an undergraduate course in land resources management, development and offering of a graduate course in this field, and supervision of research in M.A. and Ph.D. programs. Applications, with curriculum vitae and the names of three referees should be sent to Dr. W.J. Brown, Head, Department of Geography, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF MANITOBA Department of Geography: Visiting Lecturer or Assistant Professor for academic year, commencing September 1977. Ph.D. preferred. Instruction of undergraduate course in population geography and assistance with teaching of introductory human geography. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. W.J. Brown, Head, Department of Geography, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF MANITOBA Department of Geography: Position of Assistant or Associate Professor, with appointment effective July 1, 1977. Ph.D. required. Rank and salary will be dependent on qualifications and experience. A human geographer is being sought whose principal responsibility will be to teach undergraduate courses on the geography of Canada and U.S.A. There will be opportunities for the development and instruction of graduate and possibly undergraduate courses in the appointee's field of specialization, and for supervision of research in M.A. and Ph.D. programs. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. W.J. Brown, Head, Department of Geography, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Department of Geography: Rank and salary dependent upon qualifications and experience. Ph.D. or dissertation stage, undergraduate teaching and research experience. Specialization in cartography, preferably with additional competence in remote sensing and quantitative methods. To teach laboratory sections of introductory and advanced cartography and map interpretation. Department houses an exceptionally well-equipped photo-mechanical reproduction facility and a spacious cartographic teaching laboratory. Send curriculum vitae and names of three referees to Dr. William Summers, Chairman, Search Committee, Department of Geography, Memorial University of Newfoundland, St. John's, Newfoundland A1C 5S7. Effective date of appointment: Fall 1977. Closing date: when position filled.

UNIVERSITY OF SASKATCHEWAN Department of Geography: Applications are invited for four appointments for 1977-78. Positions 1 and 2 are tenurable whereas 3 and 4 are one-year term appointments. 1-Assistant Professor: requirements include Ph.D. (Geography) and membership in the Canadian Institute of Planners; competence to teach classes in urban and regional planning, public services and utilities in urban and regional planning, approaches to urban design, urban land use planning and transportation systems. Salary above middle of range. 2-Assistant professor: requirements include Ph.D. (Geography), and, preferable, either membership in Canadian Institute of Planners or qualifications appropriate to it; competence in regional development planning, urban and economic geography, quantitative methods. Salary at or near mid-range. 3-Assistant professor: Ph.D. (or near-completion) and competence in land use, regional specialization (preferably Canada and U.S.A.), cartography or other area. Salary near mid-range. 4-Lecturer: Minimum of Master's degree, preferably with teaching experience in introductory physical and cultural geography and resources and conservation. Salaries negotiable within ranks, according to qualifications; teaching experience is desirable. Curriculum vitae and at least three letters of recommendation should be sent to Dr. J. Howard Richards, Head, Department of Geography, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

GEOLOGY

UNIVERSITY OF CALGARY Department of Geology: Temporary position available. Applications are invited for a position at the Assistant Professor level commencing August or September 1, 1977 and extending to June 30, 1978 with a possibility of becoming permanent. Preference will be given to applicants with a speciality in invertebrate (macro) paleontology or sedimentary geochemistry. Duties will entail teaching at the introductory and junior undergraduate level. Interested persons holding the Ph.D. degree should apply by sending a resume and having three letters or reference sent to: Dr. J.E. Klovan, Head, Department of Geology, University of Calgary, Calgary, Alberta, T2N 1N4.

GÉOLOGIE

UNIVERSITÉ DE MONTRÉAL Département de géologie: Ce département est à la recherche d'un géochimiste. Le candidat aura une formation ètendue en géochimie (niveau doctorat ou Ph.D.) et devra être capable d'enseigner en français (un délai maximum de trois ans sera accordé aux candidats non francophones pour se familiariser avec la langue), de diriger des travaux de recherche et d'assurer la direction d'un laboratoire d'analyse complet (fluorescence-X, absorption atomique, spectroscopie gamma, analyse par voie humide, etc.). Le poste est ouvert à partir du 1er juin 1977 et le traitement sera fonction des qualifications du candidat: il bénéficiera des avantages prévus par la convention collective des professeurs de l'Université de Montréal. Les personnes intéressées devront fournir un curriculum vitae à jour, le nom de deux ou trois rèpondants ainsi qu'un aperçu de leurs projets de recherche pour les années à venir, et adresser le tout à Monsieur le Directeur, Département de Géologie, Université de Montréal, C.P. 6128, Montréal H3C 3J7, CANADA.

HEBREW

YORK UNIVERSITY Division of Language Studies: The Division of Language Studies invites applications for a one-year appointment (with the possibility of renewal) at the Lecturer, Assistant or Associate Professor level in Hebrew language. Candidates should possess a Ph.D. or A.B.C. in Hebrew language and should have native or near-native fluency in modern Hebrew. The position entails teaching Hebrew from elementary to advanced levels using audio-lingual techniques. Candidates should be able to teach course in the history and development of the Hebrew language. Salary to be negotiated. Deadline for applications is May 15, 1977. Applicants should send a complete Curriculum vitae to: Viola G. Stephens, Chairman, Division of Language Studies, York University, 4700 Keele Street, Downsview, Ontario M3J 1P3.

HISTORY/HISTOIRE

UNIVERSITÉ LAURENTIENNE Le Département d'histoire: recherche un professeur pour enseigner, en français, l'histoire de l'Europe (ancien régime/ renaissance/ moyen âge) à compter du 1er september 1977. Contrat d'un an avec possibilité de renouvellement. Le salaire et le rang seront déterminés selon la compétence et l'expérience. La préférence sera accordée aux candidats bilingues. Soumettre sa demande à: Le directeur, Département d'histoire, Université Laurentienne, Sudbury, Ontario, P3E 2C6.

ST. THOMAS UNIVERSITY Department of History: Applications are invited for a one year terminal appointment in some aspect of Canadian Ethnic Studies and/or introductory Canadian or pre-Confederation Canadian History. Candidates may be required to teach 6-9 hours with possibility of additional funds and reduced teaching load for research in Canadian Ethnic Studies. Rank and salary open, Ph.D. preferred. Deadline for applications May 1, 1977, position may be filled sooner. Contact Dr. Juergen Doerr, Chairman, Department of History, St. Thomas University, Fredericton, N.B.

TRENT UNIVERSITY Department of History: Applications are invited for a post in European history since 1914 at Assistant Professor level, to begin July 1, 1977. Two-year appointment initially, with possibility of continuation. Ph.D. or near it; some teaching experience strongly desirable. Initially, duties primarily to teach in first-year course on the Nature of History; opportunity also to teach fourth-year course in special interest. Salary according to qualifications within Assistant Professor range. Letter of application, Curriculum vitae and three letters of recommendation should be sent to F.A. Hagar, Chairman, Department of History, Trent University, Peterborough, Ont.

HOME ECONOMICS

UNIVERSITY OF WINDSOR Department of Home Economics: Lecturer or Assistant Professor. Ph.D. preferred; Master's required. Teaching and research undergraduate courses in Family Relations and Consumer Problems. Salary commensurate with qualifications and experience. Acting Head, Department of Home Economics, University of Windsor, Windsor, Ontario, N9B 3P4. July 1, 1977 effective date of appointment. Closing date: when position filled.

RELATIONS INDUSTRIELS

UNIVERSITÉ DE MONTRÉAL École de Relations Industrielles: Position: Professeur adjoint, agrégé ou titulaire. Exigences: Ph.D. ou équivalent; expèrience en recherche et dans l'enseignement universitaire. Fonctions: Participer à l'enseignement et à la recherche dans les différents secteurs des relations industrielles. Traitement: Selon l'échelle de salaire. Diriger les applications à M. Viateur Larouche, directeur, École de relations industrielles, Faculté des arts et des sciences, Université de Montréal, Case postale 6128, Montréal H3C 3J7. Date d'appointement: Année universitaire 1977-78. Date limite de réception des demandes: le 30 juin 1977.

INFORMATIQUE

UNIVERSITÉ DE MONTRÉAL Département d'informatique: Le Département d'informatique de l'Université de Montréal, qui offre des programmes d'études de 1er, de 2e et de 3e cycles, cherche un professeur permanent et éventuellement un professeur visiteur à partir de juin 1977. Les candidats qui dètiennent un Ph.D. ou l'équivalent en systèmes opératoires, langages de programmation, bases de données, informatique appliquée à la gestion, ou un domaine connexe, sont priés d'envoyer leur curriculum vitae à Prof. Paul Bratley, Directeur, Département d'informatique, Université de Montréal, C.P. 6128, Succursale "A", Montréal, Québec, H3C 3J7, tél: (514) 343-7090.

LANGUES ROMANES

UNIVERSITÉ DE CALGARY Domaine des langues romanes: Nous recherchons un spécialiste en linguistique appliquée dans le domaine des langues romanes. Le candidat doit être titulaire d'un doctorat avec, de préférence, de l'expérience dans l'enseignement et des publications: Rang: Instructeur. Salaire: $13,100 pour l'année que commence le 1 juillet, 1977. S'adresser avec un curriculum vitae et les noms de trois répondants, au: Head, Department of Romance Studies, University of Calgary, Calgary, Alberta T2N 1N4.

LIBRARIAN

UNIVERSITY OF GUELPH Librarian: Catalogue Librarian (Librarian II) for original cataloguing and related assignments in an automated system. Graduate degree at the Master's level plus M.L.S. or equivalent from an accredited library school. Knowledge of one or more European languages required. Science degree an asset. Salary range for Librarian II is $13,201 - $21,717. Appointment effective April 1, 1977 or other date by agreement. Applications accepted until position filled. Applications should be addressed to Miss M.D. Cameron, Assistant Librarian for Personnel, The Library, University of Guelph, Guelph, Ontario, N1G 2W1.

THE UNIVERSITY OF MANITOBA Libraries: invites applications for Reference Librarian, Reference Services Department, Elizabeth Dafoe Library. Responsibilities include provision of

reference services, Collections Development servicing a substantial collection of vertical file materials, and participation in Library Orientation Programs. Qualifications: degree from an accredited Library School, professional reference experience, an undergraduate degree in Political Science, Economics or Geography is desirable. Salary, 1976-77 minimum $12,020.00, 1977-78 salary under review. There is a 2 year probationary period for an initial appointment to the above position. Apply to: Paul Wienes, Assistant Director of Libraries Administration, Elizabeth Dafoe Library, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

LINGUISTICS

UNIVERSITY OF CALGARY Department of Linguistics: may have one or two visiting appointments for 1977-78, subject to budgetary constraints. Ranks and salaries are open to negotiation. Qualifications include: Ph.D. or ABD, interest in teaching undergraduate and graduate courses in phonetics (articulatory and acoustic) and applied linguistics (TEFL). Send curriculum vitae and three letters of recommendation to: Eung-Do Cook, Head, Department of Linguistics, The University of Calgary, Calgary, Alberta, Canada, T2N 1N4.

MANAGEMENT STUDIES

UNIVERSITY OF TORONTO Faculty of Management Studies: Applications are invited for two finance positions in the Faculty of Management Studies, University of Toronto for September, 1977. Applicants should have research and teaching interests in one or more of the following areas: Corporate Finance, Capital Markets, Asset valuations under risk markets for contingent claims and financial institutions. A strong theoretical background is preferred. Teaching responsibilities may be at undergraduate, M.B.A. and Ph.D. levels. Required qualifications include completion or substantial completion of a Ph.D. program. Applications should be submitted, with resumes, to: Dean M.B.E. Clarkson, Faculty of Management Studies, University of Toronto, 246 Bloor Street West, Toronto, Ontario. M5S 1V4.

MATHEMATICS

UNIVERSITY OF GUELPH Department of Mathematics and Statistics: STATISTICIAN, BIOSTATISTICIAN. Applications are invited for temporary positions in Statistics and Biostatistics. Qualifications required are a Ph.D. in an appropriate field and documented potential for skilful teaching and research. Experience in consulting will be an asset. Salary and rank dependent on qualifications and experience. Duties commence September 1, 1977. A resumé and the names of three references should be sent to J.A.R. Holbrook, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF GUELPH Department of Mathematics and Statistics: Mathematician. Applications are invited for a temporary position in Mathematics. Qualifications required are a Ph.D. in an appropriate field and documented potential for skilful teaching and research. Salary and rank dependent on qualifications and experience. Duties commence September 1, 1977. A resumé and the names of three references should be sent to J.A.R. Holbrook, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1.

UNIVERSITY OF NEW BRUNSWICK Mathematics Department: Position of Assistant Professor (we anticipate one or more vacancies in Math/Statistics). Qualifications are Ph.D. in Mathematics or Statistics. Duties include teaching and research. Salary appropriate to qualifications. Send inquiries to: Chairman, Department of Mathematics, University of New Brusnwick, Box 4400, Fredericton, New Brunswick. E3B 5A3. Effective date of appointment is July 1, 1977. Closing date for receipt of applications is when the position is filled.

UNIVERSITY OF VICTORIA Mathematics (Statistics): Applications are invited for an anticipated temporary position for 1977/78 at the assistant or associated professor level to teach undergraduate courses in statistics, and to assist with the consulting that arises within the university community. Appointment will be contigent on final budget approval. Applicants should send full curriculum vitae and arrange for letters from three referees to be sent to W.R. Gordon, Head, Department of Mathematics, University of Victoria, Victoria, B.C. V8W 2Y2.

MECHANICAL ENGINEERING

McGILL UNIVERSITY Department of Mechanical Engineering: Applications are invited for a position at the Assistant Professor level in the HEAT TRANSFER area; (exceptional candidates at the junior Associate Professor level will be considered). Responsibilities include teaching undergraduate and graduate courses and conducting research in Heat Transfer with secondary interest in Fluid Mechanics, Thermodynamics, Energy Conservation or Design. Ph.D. degree required. Industrial experience an asset. Submit curriculum vitae and references (or names of three referees) to M.P. Paidoussis, Chairman, Department of Mechanical Engineering, McGill University, 817 Sherbrooke Street West, Montreal, Quebec. H3A 2K6, Canada.

MEMORIAL UNIVERSITY Faculty of Engineering and Applied Science: Applications are invited from persons with Ph.D. and/or experience in Mechanical Engineering with primary emphasis on Mechanical Design, Controls or Vibrations. Teaching will be at the undergraduate and graduate level. Many opportunities exist for research and/or the application of design principles to benefit local industry and the community. Salary negotiable. The position is immediate and applicants with curriculum vitae and the names of three referees should be directed to: Dr. R.T. Dempster, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7.

UNIVERSITY OF WATERLOO Department of Mechanical Engineering: An Assistant Professor, two-year definite term. Qualifications required are Ph.D. Nature of duties are: Teaching in thermodynamics, heat transfer, and other energy related topics; research in combustion sciences. Salary minima $15,900. Those interested should send applications to Dr. D.J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment as soon as possible. Closing date for receipt of application is June 1, 1977.

MEDICINE

UNIVERSITY OF ALBERTA Division of Pulmonary Medicine: Applications are invited for a position as an academic Pulmonary Physician. Responsibilities will include consultative, teaching, research and service duties within the Division of Pulmonary Medicine. Salary negotiable depending on qualification. Applications with complete curriculum vitae, and the names of three references to: Dr. B.J. Sproule, Director — Division of Pulmonary Medicine, Room 6-104 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, Canada. T6G 2G3.

UNIVERSITY OF ALBERTA Faculty of Medicine: The Division of Cardiology, Faculty of Medicine, University of Alberta. A cardiologist, preferably also qualified in internal medicine, of high promise, and with a demonstrated research capability is required to join a University Division of Cardiology with strong teaching and community service responsibilities at the rank of Assistant Professor. Please reply with curriculum vitae and names of three referees to: Dr. R.E. Rossall, Director; Division of Cardiology, Faculty of Medicine, 6-122 Clinical Sciences Building, University of Alberta, Edmonton, Alberta. T6G 2G3.

UNIVERSITY OF ALBERTA Faculty of Medicine: The Division of Cardiology, Faculty of Medicine, University of Alberta. An experienced cardiologist with a strong research interest and preferably with some administrative experience and capability is required to join a University Division of Cardiology with strong teaching and community service responsibilities at the rank of Associate Professor. Please reply with curriculum vitae and names of three referees to: Dr. R.E. Rossall, Director Division of Cardiology, Faculty of Medicine, 6-122 Clinical Sciences Building, University of Alberta, Edmonton. Alberta. T6G 2G3.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Faculty of Medicine (Nephrologist): for position at General Hospital, St. John's, Newfoundland. Program involves teaching, dialysis, transplantation consultations and research. Major association with Memorial University School of Medicine available if desired. Apply M.H. Gault, M.D., The General Hospital, St. John's, Newfoundland. A1A 1E5.

MUSIC

UNIVERSITY OF VICTORIA Music Department: Position: lecturer, principal instructor of instrument (oboe). Qualifications: M.Mus. preferred. Previous university teaching desirable. Professional performance experience assumed. Duties: Private instruction, both performance majors and others. Wind chamber ensemble coaching. Theory instruction. Performance in faculty recitals. Salary: 1976-77 floor: $12,250.00. Appointment date: July 1, 1977. Duties begin September 1, 1977. Closing date: When position is filled. Early application urged. Tape, curriculum vitae and/or full placement dossier invited with first letter. Apply to: Professor Phillip T. Young, Chairman, Department of Music, University of Victoria, Victoria, B.C. Canada V8W 2Y2.

UNIVERSITY OF VICTORIA Music Department: Position: Lecturer or Assistant Professor. Qualifications: Active composer. Previous university teaching or professional experience. Master's degree required. Duties: Classroom and individual instruction in composition. Undergraduate theory, levels to be chosen from required four-year sequence. Salary: Commensurate with education and experience. Current floors: Lecturer — $12,250.00, Assistant Professor — $15,550.00. Appointment date: July 1, 1977. Duties begin September 1, 1977. Closing date: When position filled. Scores, tapes, curriculum vitae and/or full placement dossier requested with first letter. Apply to: Professor Phillip T. Young, Chairman, Department of Music, University of Victoria, Victoria, B.C. Canada, V8W 2Y2.

UNIVERSITY OF VICTORIA Department of Music: Position: Lecturer or Assistant Professor. Principal instructor in instrument (flute). Qualifications: M.Mus. preferred. Previous university teaching desirable. Duties: Private instruction, both performance majors and others Coach of student wind chamber ensembles. Performance in faculty recitals. Salary: Commensurate with experience. 1976-77 floor: Lecturer — $12,250.00, Assistant Professor — $15,550.00. Appointment date: July 1, 1977. Duties begin September 1, 1977. Closing date: When position filled. Tape, curriculum vitae and/or full placement dossier invited with first letter. Apply to: Professor Phillip T. Young, Chairman, Department of Music, University of Victoria, Victoria, B.C. Canada, V8W 2Y2.

UNIVERSITY OF VICTORIA Department of Music: Sessional Lecturer. Principal instructor of instrument (clarinet and theory). Qualifications: M.Mus. preferred. Previous university teaching desirable. Duties: Private instruction, both performance majors and others. Theory instruction. Performance in faculty recitals. Salary commensurate with experience. Appointment date: Duties begin September 1, 1977; position will be of eight or nine-month duration. Closing date: When position filled. Apply to: Professor Phillip T. Young, Chairman, Department of Music University of Victoria, Victoria, B.C. Canada, V8W 2Y2.

NURSING

LAKEHEAD UNIVERSITY: School of Nursing: Three faculty positions available in a progressive, innovative and integrated community-oriented programme for basic and post-diploma students. Require medical-surgical and comprehensive nursing faculty. Master's degree or Doctorate with clinical and teaching experience. Appointment will be effective July 1, 1977. Rank and salary will be commensurate with academic qualifications and experience. Applications should be submitted to: Donald E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario P7B 5E1.

OCCUPATIONAL THERAPY

UNIVERSITY OF WESTERN ONTARIO Occupational Therapy: Two limited appointments. Both positions are available July 1, 1977. 1-A two year appointment at the Lecturer or Assistant Professor level, with primary responsibility for teaching undergraduate courses in basic and applied Kinesiology. Excellent teaching laboratories equipped with electromyography and other equipment necessary for movement and therapy analysis. Academic rank and salary is dependent upon qualifications. 2-A one year appointment at the Lecturer or Assistant Professor level, with primary responsibility for teaching undergraduate students in prevocational assessment, preventive and community occupational therapy. Excellent University and community resources available. Inquiries and applications are invited and should be submitted to the Director, Programs in Occupational Therapy, the University of Western Ontario, London, Ontario N6A 5B7.

OCEANGRAPHY

DALHOUSIE UNIVERSITY Department of Oceanography: Is looking for a chemical oceanographer. Preference may be given to scientists with interests in biochemical or geochemical aspects of marine systems. The appointment rank and salary would be based on research / teaching experience and will be subject to availability of funds. Reply with curriculum vitae, publications and referee names to Chairman, Dept. of Oceanography, Dalhousie University, Halifax, N.S. B3H 4J1.

PAEDIATRICS

QUEEN'S UNIVERSITY Department of Paediatrics: invites applications for an appointment as Assistant Professor. The applicant should have specialty qualifications, a special interest and experience in Paediatric Cardiology, and be prepared to work with two cardiologists in a new Division of Paediatric Cardiology. Competence in teaching and interest in research are also required. Salary and ceiling will be in line with rank and experience. Apply with curriculum vitae to Dr. R.W. Boston, Department of Paediatrics, 20 Barrie Street, Kingston, Ontario K7L 3N6.

PHARMACOLOGY

DALHOUSIE UNIVERSITY Department of Pharmacology (Immunologist-Pharmacologist Assistant Professorship open in Department of Pharmacology. Candidate should have solid background in immunology and interest in some aspect of tissue response in immune reactions, possibly pertaining to autoimmune disease. Ability to interact with colleagues of widely different interests, some teaching are required.

QUEEN'S UNIVERSITY Department of Pharmacology: Assistant Professor required not later that September 1, 1977. The position will involve teaching to medical, arts and science, nursing and graduate students. The successful candidate will be expected to develop and independent research program. The applicant should have a Ph.D. or M.D. with post-doctoral training preferably in cardiovascular, renal or neuro-pharmacology. Salary $16,600 — $20,000 per annum. Apply to Kingston, Ontario prior to May 31, 1977.

PHILOSOPHY

ST. FRANCIS XAVIER UNIVERSITY. Department of Philosophy. Applications are invited for one year leave replacement, 1977-78. Possible conversion to regular appointment. Undergraduate teaching and research experience. Areas of specialization open. Salary commensurate with ex-

perience and qualifications. Send to: E.P. Gatto, Chairman, Department of Philosophy, St. Francis Xavier University, Antogonish, Nova Scotia. September 1, 1977. date of appointment. Closing date; when filled.

PHYSICAL AND HEALTH EDUCATION

LAKEHEAD UNIVERSITY **School of Physical and Health Education:** Applications are invited from qualified persons in the following areas of undergraduate and graduate studies: Theory: Biomechanics, theories and philosophies of outdoor recreation, athletic medicine, motor learning. Activity courses: track and field, volleyball, gymnastics, outdoor recreational activities, winter sports, activities for elementary school children. Coaching: some varsity coaching may be available or may be required dependent upon applicant's skills. Appointments will be effective July 1, 1977. Rank and salary will be commensurate with academic qualifications and experience. Applications should be submitted to: Donald E. Ayre Secretary of the University, Lakehead University, Thunder Bay, Ontario, P7B 5E1.

LAURENTIAN UNIVERSITY **Division of Physical Education:** is seeking a Director. The Director of the Division is the chief administrative officer of this Division which includes a School of Physical and Health Education, a Department of Intercollegiate Athletics, and a Department of Physical Education Services. Salary and rank will be commensurate with the educational background and experience of the applicant or nominee. Bilingual candidates (English and French) will be given preference. The appointment will be effective July 1, 1977. Letters of application, including curriculum vitae and the names of three referees should be forwarded to: Chairman of the Appointment and Promotion Committee, Division of Physical Education, Laurentian University, Sudbury, Ontario, P3E 2C6.

LAURENTIAN UNIVERSITY **Division of Physical Education:** Subject to budgetary approval, one position is available commencing July 1, 1977 with major responsibility in one of the following areas of physical education: adapted, philosophical, historical, comparative. Consideration will be given to candidates with expertise in other areas. Potential candidates should have earned a doctorate. Bilingual candidates (English and French) will be given preference. Salary and rank will be commensurate with qualifications and experience. Letters of application, including curriculum vitae (noting skill areas) and the names of three referees should be forwarded to: Chairman, Appointments and Promotion Committee, Division of Physical Education, Laurentian University, Sudbury, Ontario P3E 2C6.

THE UNIVERSITY OF MANITOBA **School of Physical Education:** Five positions, three being sabbatical leave replacements, are available commencing either July 1st or September 1st, 1977. Persons with competency in some combination of the following areas are invited to apply by April 15, 1977. Undergraduate Lecture Courses: 1— Tests and Measurements, 2— Kinesiology, 3— History of Physical Education, 4— Elementary Physical Education. Undergraduate Activity Courses and Coaching: 1— Women's Basketball Coaching, 2— Women's Gymnastics Coaching, 3— Aquatics, Track and Field, Movement Education, Women's Basketball, Racquet Sports, Softball, Field Hockey, Skating, Folk and Social Dance, Archery and Orienteering, Skiing, Women's Gymnastics, Hockey. Please forward curriculum vitae and references to: Professor John MacDiarmid, Director, School of Physical Education, The University of Manitoba, R3T 2N2. Telephone: 204-474-8741.

PHYSICS

UNIVERSITY OF WATERLOO **Department of Physics:** Applications are being accepted for Postdoctoral Fellow (2 to 4 positions). Qualifications are Ph.D. Nature of Duties and Research areas include: Atomic & Molecular Physics, Biophysics, Brillouin Spectroscopy, Crystallography, Electron Microscopy, Electron Tunneling, Ellipsometry, Experimental Superconductivity, Diffraction Physics, Far-infrared Spectroscopy, Infrared & Raman Spectroscopy, De Hass-van Alphen Effect, Laser Physics, Lattice Dynamics, Nuclear Magnetic Resonance, Semiconductors and Amorphous Semiconductors, Theoretical studies of Magnetic Impurities in Superconductors and other related fields. Salary offered $11,220.00. Those interested should send applications to Dr. J.W. Leech, Chairman. Department of Physics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment is September 1, 1977 (or by arrangement). Closing date for receipt of applications is open.

PHYSIQUE

UNIVERSITE DE MONTREAL **Departement de Physique:** Un poste de professeur est maintenant disponible au Département de physique de l'Université de Montréal. Le candidat devra accepter de participer à la mise au point de l'équipement scientifique d'un nouvel observatoire astronomique dont l'instrument principal sera un télescope d'environ 1.5 m d'ouverture. Il contribuera aussi aux programmes de recherche et d'enseignement du Département. L'engagement pourra se faire dès l'été 1977. Le rang académique (adjoint, agrégé ou titulaire) et le traitement sont en raison des qualifications et de l'expérience. Les personnes intéressées sont priées de faire parvenir leur curriculum vitae, les noms de deux répondants et tout autre documentation, à l'adresse suivante: Le Directeur, Département de physique, Université de Montréal, C.P. 6128, Montréal, Québec. H3C 3J7.

PHYSICAL GEOGRAPHY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND **Physical Geographer:** Required by September 1977, to serve as replacement for personnel on leave during fall and winter semesters. To teach introductory physical geography, process-oriented geomorphology and either air-photo interpretation or conservation techniques. Rank and salary commensurate with experience and qualifications. Address enquiries to Chairman, Appointments Committee, Dept. of Geography, Memorial University of Newfoundland, St. John's, Newfoundland, A1C 5S7.

PHYSIOTHERAPY

UNIVERSITY HOSPITAL **Physiotherapy Services:** Applications are invited for the position Chief Physiotherapist, who is accountable for the provision of a comprehensive range of physiotherapy services in all specialized medical and surgical areas of an active teaching hospital affiliated with the University of Western Ontario. Several years of administrative experience required: Submit resume in confidence to: Manager — Personnel Services, University Hospital, P.O. Box 5339, Postal Station "A", London, Ontario, N6A 5A5.

POLITICAL SCIENCE

ST. FRANCIS XAVIER UNIVERSITY **Department of Political Science:** St. Francis Xavier University seeks a political scientist qualified in teaching and research in two of the three following areas: provincial government, urban politics, methodology. Teaching, research, or practical experience in Canadian politics is an asset. The applicant should possess a Ph.D. degree. Appointment will be at the assistant or associate level, and salary will be based on rank and experience. The appointment is effective September 1, 1977, and competition closes when the position is filled. Address all correspondence to W.J. Kontak, Chairman, Department of Political Science, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

ST. FRANCIS XAVIER UNIVERSITY **Division of Political Science:** St. Francis Xavier University seeks a political scientist qualified in teaching and research in two of the three following areas: provincial government, urban politics, methodology. Teaching, research, or practical experience in Canadian politics is an asset. The applicant should possess a Ph.D. degree. Appointment will be at the assistant or associate level, and salary will be based on rank and experience. The appointment is effective September 1, 1977, and competition closes when the position is filled. Address all correspondence to W.J. Kontak, Chairman, Department of Political Science, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

PSYCHOLOGY

BISHOP'S UNIVERSITY **Department of Psychology:** Applications are invited for a new position at the assistant or associate professor level, subject to budgetary approval. The post's duties will include the teaching of undergraduate courses in abnormal psychology, personality, and introductory psychology; possibly a specialty area might be substituted for one of the latter two fields. An appropriate doctorate is required and some teaching experience is desirable; competence in Franch would be an additional asset. The position is tenable on July 1, 1977. Applicants should send vitae, the names of three references and, if possible, copies of recent publications, to Dr. L.G. Standing, Chairman, Department of Psychology, Bishop's University, Lennoxville, Quebec, J1M 1Z7.

BRANDON UNIVERSITY **Department of Psychology:** Applications are invited for appointment to the position of Assistant Professor in B.U.N.T.E.P. (Brandon University Northern Teacher Education Project), to teach Introductory Psychology and Child Psychology to students in Oxford House and Norway House on alternate weeks (for example). This is a one-year appointment beginning September 1, 1977, with the possibility of re-appointment for one more year. Salary depends upon qualifications and experience. Currently the floor of the rank is $16,000.00 and there is a northern allowance of $3,000.00. Economy air fare from home (in Canada) will be paid. Ph.D. required. Applications. vitae, graduate transcripts and names of three referees should be sent to Dr. C.W. Anderson, Head, Psychology Department, Brandon University, Brandon, Manitoba, R7A 6A9.

CARLETON UNIVERSITY **Department of Psychology:** Applications are invited for a faculty position at the Assistant Professor level. This is a one-year term appointment commencing July 1, 1977, with the possibility of renewal. Applicants should have research and teaching commitments that can contribute to the department's undergraduate and graduate concentrations in developmental psychology. Applicants should send curriculum vitae and a statement of longterm teaching / research priorities, and have sent at least three letters of reference, to Dr. William G. Webster, Department of Psychology, Carleton University. Ottawa, Ontario K1S 5B6.

COLLEGE OF CAPE BRETON **Department of Psychology:** Is seeking two instructors to teach courses in Introductory Learning (211/213) and The Psychology of Adolescence (360) for the Summer School session from July 4 until August 12, 1977. Interested applicants should send curriculum vitae and names of three referees to Chairman, Department of Psychology, College of Cape Breton, P.O. Box 760 Sydney, Nova Scotia, B1P 6J1.

ST. FRANCIS XAVIER UNIVERSITY. Faculty position (subject to budgetary approval) in one the following areas: **Personality-Social, Clinical or Community Psychology.** Ph.D. required. Must be able to teach undergraduate courses in Personality, Social and Applied Psychology. Committment to research required. Send vita, names of 3 references, and other relevant material to: Dr. Marilyn Samuels, Search Committee, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia.

TRENT UNIVERSITY

Department of Native Studies
requires a

LECTURER IN IROQUOIS STUDIES

To conduct classes in oral Mohawk and in Iroquois history and traditions. These classes would be for interested students at the second and third-year levels of undergraduate study. This will be a full-time appointment. However, applications for part-time appointment will be considered.

REQUIREMENTS

— A candidate of Native ancestry will be given preference
— Demonstrated teaching ability
— University and/or traditional Indian training
— Character and professional ability references.

Salary negotiable in terms of current university salary criteria which compare favourably with other universities.

Deadline for applications: April 30, 1977

Please send applications to:

Professor Joseph Couture
Chairman, Department of Native Studies
Trent University,
Peterborough, Ontario.
K9J 7B8

ST. THOMAS UNIVERSITY **Department of Psychology:** Applications are invited for a position at the assistant professor level. Duties include teaching three undergraduate courses. One of these courses will be Introductory Psychology. Ph.D. is required, and teaching and research experience is desirable. Send applications, including curriculum vitae to Dr. Noel A. Kinsella, Chairman, Department of Psychology, St. Thomas University, Fredericton, New Brunswick, E3B 5G3.

TRENT UNIVERSITY **Department of Psychology:** Invites applications for at least one position at the Assistant Professor level, effective July 1, 1977. Term of appointment will be one year with the possibility of extension. Applicants should have a strong general experimental background combined with major research/teaching interests in social psychology, special education or community psychology. Favourable consideration will be given to applicants with applied experience. Send curriculum vitae and three letters of reference to: Professor R.G. Setterington, Chairman, Personnel Committee, Trent University, Peterborough, Ontario, Canada, K9J 7B8.

RECREATION

UNIVERSITY OF WATERLOO **Department of Recreation:** Applications are being accepted for position of Assistant or Associate Professor in Recreation Management. Qualifications include an earned doctorate or its near completion in Recreation Management or related discipline. Academic with broad interdisciplinary view to graduate and undergraduate instruction ability to successfully supervise student theses and honors projects; continued involvement and participation in professional organizations, demonstrated competence and commitment to scholarship. Salary offered is Assistant Professor (minimum) $15,900. Associate Professor (minimum) $20,600. Those interested should send applications to Dr. David Ng, Acting Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario. Effective date of appointment is September 1, 1977. Closing date for receipt of applications is May 31, 1977.

UNIVERSITY OF WATERLOO **Department of Recreation:** Applications are being accepted for a possible position of Assistant or Associate Professor in Therapeutic Recreation. Qualifications include an earned doctorate or its near completion in Therapeutic Recreation or related discipline. Academic with broad interdisciplinary view to graduate and undergraduate instruction; ability to successfuly supervise student theses and honors projects; continued involvement and participation in professional organizations, demonstrated competence and commitment to scholarship. Salary offered is Assistant Professor (minimum) $15,900. Associate Professor (minimum) $20,600. Those interested should send applications to Dr. David Ng, Acting Chairman, Department of Recreation, University of Waterloo, Waterloo, Ontario. Effective date of appointment is September 1, 1977. Closing date for receipt of applications is May 31, 1977.

RELIGION

UNIVERSITY OF MANITOBA **Department of Religion:** Applications are invited for a position in the field of World Religions — leave replacement for one year — September 1977 to June 1978. Ph.D. Ability to work with graduate students. Interest and competence in native North American religions preferred. Salary open. Dossiers to be sent to: Dr. William Klassen, Head, Department of Religion, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Closing date is open.

ROMANCE LANGUAGES

UNIVERSITY OF ALBERTA **Department of Romance Languages:** Possible appointment at the Assistance Professor rank. We are looking for someone who can function effectively at all levels of our undergraduate program with the capability of moving into graduate work in the area of specialization. Qualifications in both peninsular and Spanish literature, with emphasis on the latter. Ph.D. teaching excellence.

UNIVERSITY OF ALBERTA **Department of Romance Languages (French):** Possible appointment at the Assistant Professor rank. We are looking for someone who can function effectively at all levels of our undergraduate language and civilisation programs with the capability of moving into graduate work in the area of specialization. Ph.D., teaching excellence and versatility are essential. The effective date of appointment is July 1, 1977. Normal starting salary in the $16,000 range. Applications are to be sent to Prof. J.A. Creore, Chairman, Department of Romance Languages, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6, and will be received until the position is filled. The University of Alberta offers equal opportunity of employment to qualified male and female candidates.

UNIVERSITY OF ALBERTA **Department of Romance Languages (Italian):** Sessional Lecturer of Italian (leave replacement). Ph.D. preferred. Duties: teaching undergraduate Italian language and literature courses. Salary: approximately $11,825 plus modest travel. Please send applications to: Professor J.A. Creore, Chairman, Department of Romance Languages. Period of appointment September 1, 1977 — April 30, 1978. Closing date: May 15th, 1977. The University of Alberta offers equal opportunity of employment to qualified male and female candidates.

UNIVERSITY OF ALBERTA **Department of Romance Languages (Spanish):** requires a Visiting Professor of Spanish (leave replacement). Ph.D. preferred. Teaching undergraduate language and literature courses, and participating in the graduate programme in a replacement capacity. Salary: Approximately $13,500 plus modest travel. Please forward applications to J.A. Creore, Chairman, Department or Romance Languages. Period of appointment September 1, 1977 — May 30, 1978. Closing date, May 15th 1977. The University of Alberta offers equal opportunity of employment to qualified male and female candidates.

UNIVERSITY OF ALBERTA **Department of Romance Languages: (Spanish):** Possible appointment at the Assistant Professor rank. We are looking for someone who can function effectively at all levels of our undergraduate program with the capability of moving into graduate work in the area of specialization. Qualifications in both peninsular and Spanish American literature, with emphasis on the latter. Ph.D., teaching excellence and versatility essential. The effective date of appointment is July 1, 1977. Normal starting salary is in the $16,000 range. Applications are to be sent to Professor J.A. Creore, Chairman, Department of Romance Languages, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6, and will be received until the position is filled. The University of Alberta offers equal opportunity of employment to qualified male and female candidates.

RUSSIAN

UNIVERSITY OF WATERLOO **Department of Russian (Germanic and Slavic Languages and Literature):** An Assistant or Associate Professor. Qualifications required are preferably a Ph.D. in Russian. Nature of duties are: Teaching of Russian undergraduate and graduate courses. Salary minima Assistant Professor $15,900 Associate Professor $20,600. Those interested should send applications to Dr. M. Richter, Chairman. Department of Germanic and Slavic Languages and Literature, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective date of appointment is September 1, 1977 or July 1, 1977.

SOCIOLOGY

UNIVERSITY OF CALGARY **Department of Sociology:** Applications are invited for a possible position, effective July 1, 1977. The area of specialization is open; the rank is either that of Assistant or Associate Professor. Salary commensurate with qualifications and prior experience. Send curriculum vitae including a list of referees, to Robert A. Stebbins, Head, Department of Sociology, The University of Calgary, Calgary, Alberta T2N 1N4.

LAURENTIAN UNIVERSITY **Sociologie:** Le Département de Sociologie cherche à combler un poste d'une durée d'un an. Le bilinguisme serait un atout mais l'enseignement se fera en français. On demande au moins la maîtrise. Il s'agira d'enseigner la Famille, la Sociologie de l'Éducation et la Théorie. La nomination est sujette à une approbation budgétaire. L'entrée en fonction se fera le 1 juillet 1977, et on doit adresser les demandes au Professeur Paul Stevenson, Directeur, Département de Sociologie et d'Anthropologie, Université Laurentienne, Sudbury, Ontario P3E 2C6.

UNIVERSITY OF WATERLOO **Department of Sociology:** Applications are being accepted for full-time, regular appointment in methods statistics. Qualifications include Ph.D., teaching experience and publications desirable. Teaching and supervising responsibilities will include both undergraduate and M.A. and Ph.D. students. Rank open though preference will be given to junior level faculty. Those interested should send applications to Audrey Wipper, Chairman, Recruitment Committee, Department of Sociology, University of Waterloo. Waterloo, Ontario, Canada N2L 3G1.

TRENT UNIVERSITY **Department of Sociology:** The Department anticipates making a regular appointment commencing July 1, 1977 or July 1, 1978. Rank and salary commensurate with experience. The successful candidate will be expected to contribute to a programme of undergraduate studies which is theoretically informed and which is focussed on Society & Economy, Society & Culture and Social Policy & Planning. Applications and enquiries about the programme and position should be addressed to: John Hillman, Chairman Department of Sociology, Trent University, Peterborough, Ontario, K9J 7B8.

SPEECH PATHOLOGY

UNIVERSITY OF TORONTO **Division of Speech Pathology, Faculty of Medicine:** Applications are invited for a newly-established position within the Division. Ph.D. with proven teaching and research capabilities. A strong background in Speech and Voice Science and/or Experimental Phonetics which includes an understanding of the physiological substrates of language, the psycho-acoustics of communication and instrumental quantification of speech and voice data. Responsibilities include participation in a developing speech pathology graduate programme, teaching, research and possible thesis supervision. Assistant or Associate Professor. Salary open. Date of appointment July 1st, 1977 or as soon as possible thereafter. Write to Professor J.F. Walker (Ward), Director, Division of Speech Pathology, Faculty of Medicine, University of Toronto, Toronto, Ontario M5S 1A1.

VETERINARY SCIENCE

UNIVERSITY OF GUELPH (Ontario Veterinary College) **Department of Veterinary Microbiology and Immunology:** Requirements: D.V.M. with graduate training in either microbiology or epidemiology. Must have experience with infectious diseases of food producing animals especially dairy cattle. Duties: Conduct research in area of infectious diseases of cattle, particularly bovine mastitis in relation to disease prevention and control. Liaison with dairy industry Participation in graduate and undergraduate teaching to a minor degree. Salary negotiable. Send particulars in writing to: Dr. D.A. Barnum, Department of Veterinary Microbiology and Immunology, Ontario Veterinary College, University of Guelph, Ontario, N1G 2W1. Effective date of employment: September 1, 1977.

UNIVERSITY OF SASKATCHEWAN **Department of Veterinary Anatomy (Western College of Veterinary Medicine):** POSITION OF HEAD. Applications are in-

TRENT UNIVERSITY

Department of Native Studies
requires a

LECTURER

to conduct courses in Native Community Development and Algonkian Identity anthropology. Applicant should be prepared to team teach and conduct seminars at first-year level (Native Studies 100).

This will be a sessional appointment.

QUALIFICATIONS
Experience in working with Native students and Native communities. Demonstrated teaching ability. Native person preferred. Master's degree in community development or related social science field desirable.

RANK AND SALARY
Commensurate with qualifications and experience.

DATE OF APPOINTMENT: July 1, 1977.
Letter of application, full curriculum vitae, and names and addresses of three references to be sent to:

DR. JOSEPH COUTURE
THE CHAIRMAN,
DEPARTMENT OF NATIVE STUDIES
TRENT UNIVERSITY
PETERBOROUGH, ONTARIO.
K9J 7B8

vited for the Headship of the Department of Veterinary Anatomy. This position is a three to five year renewable term appointment and becomes available July 1, 1977. The department is responsible for teaching undergraduate veterinary students, animal science students and graduate students. Courses offered include those relating to histology, developmental anatomy, gross anatomy histochemistry and electron microscopsy. The incumbant will be expected to foster a strong research program in addition to providing leadership in the academic program. Those interested should apply immediately to N.O. Nielsen, Dean, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan. S7N 0W0.

UNIVERSITY OF SASKATCHEWAN Department of Veterinary Microbiology (Western College of Veterinary Medicine): Applications are invited for the Headship, Department of Veterinary Microbiology. The position is a three to five year renewable appointment and becomes available July 1, 1977. The Department is responsible for the disciplines of Bacteriology, Virology, Immunology, Epidemiology, Public Health and Parasitology. The Department has well-equipped faculities and has active graduate studies and research programs in addition to those concerned with undergraduate teaching and service. Those interested in seeking further information or applying for the position should write immediately to N.O. Nielsen, Dean, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0.

ZOOLOGY

UNIVERSITY OF GUELPH Department of Zoology: offers a faculty position for an Invertebrate Zoologist. The successful applicant will be expected to teach courses at the second year level in his/her area of specialization. Candidates should have a strong research background and will be expected to further his/her researches at Guelph. Academic rank and salary commensurate with qualifications and experience. Position to be filled as soon as a suitable candidate is available after April 1st, 1977. Applications should include a curriculum vitae and names of two referees, and be sent to: The Chairman, Department of Zoology, College of Biological Science, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTER: Founded and administered by faculty members, helps to arrange exchanges of college and university faculty within North American and overseas where the language of instruction is English. For information write to Faculty Exchange Center, Franklin and Marshall College, P.O. Box 1091, Lancaster, Pa. 17604 U.S.A.

PERSONAL

CAMBRIDGE, England. Small, Modern House, available September 1977 through June 1978. Moderate rent. Write: Professor H. Huxley, Classics, University of Victoria, Victoria, B.C. V8W 2Y2.

Luxury furnished (paintings, stereo, T.V., dishes, linen) 3½ room apt. by professor on sabbatical. Modern high-rise (pool, sauna, dishwasher) with view of city and mountain. 5 minutes by bus to downtown; close to public transportation. Quiet building in exclusive residential area; suitable 1 or 2 adults. For further information, please contact Dr. Ethel Roskies, 55 Cote St. Catherine Rd., Apt. 1203, Outremont, Quebec, H2V 2A5.

Lakehead University

PRESIDENT

The Presidential Search Committee of Lakehead University invites applications and nominations for the position of President and Vice-Chancellor. The appointment to commence on July 1, 1978.

Lakehead University is a provincially supported institution with Faculties of Arts, Science, Education and University Schools (includes Business, Engineering, Forestry, Nursing and Physical Education). There are currently 4,500 full and part-time undergraduate and graduate students.

Applications and nominations will be received by the Committee until July 31, 1977.

MR. RODERICK PHILPOT
CHAIRMAN
PRESIDENTIAL SEARCH COMMITTEE
LAKEHEAD UNIVERSITY
THUNDER BAY, ONTARIO
P7B 5E1

NOTICE — AVIS

Readers are advised that as of January 31, 1977 the new address for the CAUT Central Office and Bulletin Editorial and Advertising Offices is:

Suite 1001,
75 Albert Street,
10th Floor
Ottawa, Ontario
K1P 5E7.

The telephone number is unchanged (613) 237-6885.

Les lecteurs sont priés de noter qu'à compter du 31 janvier 1977 la nouvelle adresse de Bureau central de l'ACPU, de l'éditeur du Bulletin ainsi que des services de publicité est:

Suite 1001
75, rue Albert
10^{e} étage
Ottawa, Ontario
K1P 5E7

Le numéro de téléphone continuera d'être: (613) 237-6885.

LATE ADS

UNIVERSITY OF OTTAWA / UNIVERSITE D'OTTAWA. **Nutrition and Dietetics.** Positions available: Nutrition and Dietetics. 1. Assistant or Associate Professor to teach courses in normal human nutrition and to conduct research. Ph.D. and / or M.D. with background of research in nutrition required. 2. Assistant or Associate Professor with Ph.D. in Food Chemistry or in Chemistry / Biochemistry with a strong interest in food chemistry. To teach courses and to conduct research. The programme in Nutrition and Dietetics is run by the Department of Biochemistry, a member of both the Faculty of Medicine and the Faculty of Science and Engineering. Students include medical students, science students, students specializing in dietetics / nutrition and graduate students. Preference will be given to bilingual candidates. Apply to: Dr. J. Himms-Hagen, Chairman, Selection Committee, Department of Biochemistry, University of Ottawa, 275 Nicholas Street, Ottawa, Ontario K1N 9A9.

DALHOUSIE UNIVERSITY. **Engineering.** Applications are invited for two academic positions at the rank of assistant professor. Candidates will be expected to teach undergraduate engineering classes in fluid mechanics, thermo-dynamics, computer methods in engineering, electrical systems and devices, electrical circuits and switching circuits in the Nova Scotia Technical College System of Engineering Education at Dalhousie University. Recent Ph.D.'s in Chemical Engineering and in Electrical Engineering or Masters that work toward Ph.D. near completion will be considered. Appointment (subject to budget approval) effective September 1, 1977 for a maximum period of three years with salaries to $18,000 per annum. Please send inquiries, curriculum vitae and references to: Everett N. Patterson, Department of Engineering, Dalhousie University, Halifax, Nova Scotia.

YORK UNIVERSITY. **Jewish Studies.** We are considering an appointment in Jewish Studies. Candidate should be able to participate in inter-disciplinary studies and in program for training teachers of Judaica for elementary and secondary schools. Preferred fields of expertise: 1. Talmud, Midrash and Calanistic Jewism; 2. Post biblical and modern. Hebrew culture and literature. Speaking knowledge of modern Hebrew desirable. Rank, salary and length of appointment negotiable. Application and names of three referees to Professor Michael Brown, 250 Vanier College, York University, Downsview, Ontario M3J 1T3. Reply by May 16.

THE UNIVERSITY OF ALBERTA. **Faculty of Dentistry.** Operative Dentistry. The University of Alberta, Faculty of Dentistry, invites applications for a full-time appointment in the Division of Operative dentistry. This position is open to both men and women. Duties will include the teaching and supervision of clinical and pre-clinical undergraduate students. Clinical research would be encouraged. An advanced degree, although not a necessity, would be an asset. The successful applicant must be eligible to practice dentistry in the Province of Alberta. Salary and rank are negotiable dependent upon qualifications and experience. Letters of application along with a curriculum vitae should be sent to: Dr. W.J. Simpson, Acting Chairman, Department of Clinical Dental Sciences, Faculty of Dentistry, University of Alberta, Edmonton, Alberta, Canada T6G 2N8.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. **Division of Junior Studies.** Memorial University of Newfoundland invites applications for the position of Lecturer in English with the Division of Junior Studies, effective September 1, 1977. The successful applicant will be required to teach credit courses and non-credit preparatory composition courses at the First-year level. This position will entail frequent personal contact with an advising of First-year students. A Master's degree in English or a related area and considerable successful teaching experience are desired qualifications for this position. Submit curriculum vitae and the names of three referees to: Dr. G.K. Winter, Director of Junior Studies, Memorial University of Newfoundland, St. John's, Newfoundland. A1C 5S7. Closing date: June 30, 1977.

UNIVERSITY OF CALGARY. **Department of Anthropology.** The Department of Anthropology, the University of Calgary, has an opening at the Assistant Professor level for a sociological Anthropologist with an areal specialization and research experience in North Africa, teaching competence in sub-Saharan and / or Middle Eastern ethnography, and a subject focus in politics, religion and law. Qualifications: Ph.D. from a recognized university plus teaching experience. Applications should be directed to: Head, Department of Anthropology, The University of Calgary, 2920 - 24 avenue N.W., Calgary, Alberta T2N 1N4, and should include up-to-date curriculum vitae and names of at least two referees.

CONCORDIA UNIVERSITY. **Department of Education.** Concordia University Department of Education invites applications for an Assistant Professor. Qualifications required are a Ph.D. with research interests in one or more of: child development curriculum development for the pre-school child; early childhood education; development and evaluation of educational materials (e.g. TV, film, computer-based learning, educational games) learning environments. Effective date: July 1, 1977. Salary negotiable. Applications with curriculum vitae and names of referees should be submitted to Dr. J. Bhatnagar, Chairman, Department of Education, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

CONCORDIA UNIVERSITY. **Department of Education.** Concordia University Department of Education invites applications for an Assistant or Associate Professor in **Social Psychology of Education.** Qualifications required are a Ph.D. with research interests in one or more of: urban education; education of immigrants and minorities; multiculturalism. Salary negotiable. Effective date: July 1, 1977. Applications with curriculum vitae and names of referees should be submitted to Dr. J. Bhatnagar, Chairman, Department of Education, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

DALHOUSIE UNIVERSITY. **Department of Geology.** The Department has a vacancy for a marine geologist, geochemist, or geophysicist. He or she would be expected to play a full part in departmental matters, including teaching at undergraduate and graduate level, and engaging in an active research program with graduate students. The Department has a number of faculty and graduate students now concerned with marine matters, and we hope that whoever is appointed will work with them and with faculty and students in the Department of Oceanagraphy. There are close ties with the Federal government's Atlantic Geoscience Centre, one of the constituent laboratories of Bedford Institute of Oceanagraphy. The appointment will be made as soon as possible, at an appropriate rank and salary. Further details may be obtained from: The Chairman, Department of Geology, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5.

UNIVERSITY OF GUELPH (Ontario Veterinary College). **Department of Clinical Studies.** The Department of Clinical Studies of the Ontario Veterinary College, University of Guelph requires an Assistant Professor in the area of Small Animal Surgery as of May 1, 1978. The main duties of the applicant will be to teach surgery at the undergraduate and graduate level and to participate as a clinician in the Veterinary Teaching Hospital. The applicant must be eligible for lincensure.in the Province of Ontario. Advanced degree, teaching experience and Board certification or eligibility for Board certification would be desirable. Salary will be commensurate with experience and qualifications. Selection of the successful applicant will be made on recommendation of a Selection Committee. Inquiries regarding the position can be made to: Dr. J. Archibald, Chairman, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, Canada N1G 2W1.

THE UNIVERSITY OF BRITISH COLUMBIA. **Department of Psychology.** Faculty required for one year to replace up to 4 members going on sabbatical leave in 1977/78. Assistant to association rank, salary negotiable. Physiological, perception / cognition, personality, social. Please contact Dr. P. Suedfeld, Head, Department of Psychology, University of British Columbia, 2075 Wesbrook Mall, Vancouver, B.C., V6T 1W5.

UNIVERSITY OF REGINA. **Faculty of Education.** 1. Title of Position: Assistant or Associate Professor in Educational Psychology. 2. Qualifications Required: Doctorate in Educational Psychology preferred with emphasis in research design, statistics and evaluation. Background of teaching at the elementary and / or secondary level important. 3. Nature of Duties: Teaching graduate and undergraduate courses in statistics ane evaluation, supervision of master's level theses, work in research design with graduate students. 4. Salary Offered: Salary negotiable according to qualifications and experience. 5. Person to whom inquiries should be addressed: Dean W.N. Toombs, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 1A2. Effective Date of Appointment: July 1, 1977 or later. 7. Closing Date for Receipt of Applications: When position is filled.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND (Regional College at Corner Brook). **Education.** 1. An undergraduate teaching position: Education - Language Arts. 2. The successful candidate will be required to teach first-and-second year courses that are designed to help education students develop techniques that will promote the teaching of oral expression and written composition. In general, these courses attempt to foster creative abilities and develop proficiency in the areas of the Language Arts such as speaking, listening, reading and writing. 3. The College offers first and second year university courses and attempts to provide the highest possible quality of instruction by appointing well qualified and experienced teachers. The College also seeks to provide an environment in which instructional innovation is encouraged ans supported. 4. Salary and rank dependent upon qualifications and experience. 5. Curriculum vitae and names of three referees to: Dr. A.M. Sullivan, Principal, Memorial University of Newfoundland, Regional College at Corner Brook, Corner Brook, Newfoundland. Date of appointment: September 1, 1977. Applications accepted until position filled.

McMASTER UNIVERSITY. **Department of Psychiatry.** Director for new Clinical Teaching Unit in Psychiatry at the Hamilton General Hospital. Fully affiliated with the McMaster Department of Psychiatry. Suitable academic appointment will be made. Please apply with curriculum vitae and three letters of reference to Dr. J.M. Cleghorn, Professor and Chairman, Department of Psychiatry, McMaster University, 1200 Main Street West, Hamilton, Ontario. L8S 4J9

YORK UNIVERSITY. **Department of Biology.** Sessional Assistant Professor. A Sessional Assistant Professor is required to teach elementary biology to non-science majors as well as a course in mycology. The position is not tenurable. Applications with names of three referees before April 30 to K.G Davey, Chairman, Department of Biology, York University, Downsview, Ontario M3J 1P3.

YORK UNIVERSITY. **Department of Biology.** Instructor. Duties include organization and supervision of elementary laboratory classes and some lecturing. Candidates should have a B.S.c. or M.S.c. in Biology and some teaching experience. Applications with names of three referees before May 31 to K.G. Davey, Chairman, Department of Biology, York University, Downsview, Ontario M3J 1P3.

Commentary

Limitations of student ratings of college teaching

Harry G. Murray

Promotion and tenure committees at the university of Western Ontario and elsewhere are relying more and more on student ratings of teaching as a measure of faculty performance. Whereas some departments interpret these ratings with appropriate caution, others have been accused of misusing or overinterpreting the results of student evaluation. Thus it might be useful at this point to remind ourselves of some of the weaknesses and limitations of student ratings of teaching. In this article I will focus particularly on problems involved in the use of student ratings in promotion and tenure decisions. The conclusions and opinions that I state in this report are based in part on my reading of the research literature on teacher evaluation, in part on my own research work in this area, and in part on my experiences as a member of my department's Promotion and Tenure Committee for three years. Anyone wishing to obtain more detailed information on student ratings should consult the references cited at the end of this report, especially the recent review article by Kulik and McKeachie (1975).

Before discussing the limitations of student ratings, it is only fair that I explain the purpose or rationale of the typical rating form used for student evaluation of teaching, and review some of the research findings supporting the reliability and validity of student ratings.

The typical student rating form (including the ten-item form used in several departments at Western) is designed to measure characteristics of the instructor or course that are (1) observable by students, (2) under the instructor's control, and (3) part of our intuitive concept of "good teaching". Thus the typical rating form includes items pertaining to the instructor's clarity of explanation, organization of material, enthusiasm, and stimulation of independent thinking. Students are assumed to be in a better position to observe these characteristics than are peers, administrators, or the instructor himself. As someone once said (I think it was either Aristotle or Will Rogers), you get a more accurate idea of how good the meal was by asking the dinner guests than by asking either the chef or his rival chefs.

The empirical evidence supporting the reliability and validity of student ratings may be summarized as follows:

1. Student ratings of a given instructor are quite consistent across alternate rating forms and across time periods (e.g., mid-term vs. end-of-term, or successive years).
2. Student ratings of classroom teaching ability correlate highly with comparable ratings made by peers, alumni, or paid classroom observers.
3. Student ratings are affected to only a minor extent by irrelevant factors such as class size, severity of grading, and time of class. In other words, ratings are reasonably free of several potential cources of bias.
4. Although results are inconsistent, the weight of evidence suggests at least a weak positive correlation between student ratings of teaching ability and objective measures of student achievement. For example, most studies indicate that students taught by highly-rated instructors perform slightly better than students of lower-rated instructors on common final examinations in multi-section courses.

On the basis of this evidence, a number of writers have argued that student ratings of teaching are sufficiently reliable and valid to justify their use as one of several sources of information in promotion and tenure decisions. However, the same writers typically go on to say that student ratings have many obvious limitations, and therefore must be interpreted with considerable caution. In the remainder of this report, I will outline several of the more important weaknesses or limitations of student ratings.

1 The typical student rating form provides information about only one component of university teaching, namely classroom instruction. No information is provided about non-classroom teaching activities such as supervising student research, curriculum design, individual tutoring of students, or preparation of laboratory materials. It is possible that an instructor who receives poor ratings as a classroom teacher may excel in non-classroom teaching activities. It is clear, therefore, that the typical student rating form should never be treated as a complete and total assessment of teaching performance.

The ten-item teaching rating form used in several departments of this university not only omits out-of-class teaching activities, but focuses solely upon one aspect of classroom teaching, namely the ability to present information in a clear, organized, interesting way. The latter is certainly an important teaching skill (perhaps the single most important teaching skill), but we must remember that a complete assessment of classroom instruction would include other factors as well, such as quality of exams, instructor rapport, and explictness of teaching objectives.

2 Although student ratings seem to provide a reasonably accurate measure of how well an instructor presents material in the classroom, such ratings do not (and can not) measure the quality of the material that is presented. In other words, it is possible to be clear, organized, and enthusiastic, yet teach absolutely nothing of academic value. An instructor's knowledge of subject matter or the academic value of his course can be judged by peers (or perhaps by alumni), but not by current students. Unfortunately peer judgments of quality of content tend to be made behind locked doors and in nonobjective, nonsystematic ways.

3 Most educators would agree that the ultimate criterion of good teaching is the extent to which students actually learn, or make progress toward educational goals. Although student rating forms measure characteristics of the instructor that one would logically expect to facilitate student learning, the observed correlation between student ratings and direct measures of student learning is far from perfect, and one study has reported a negative relationship between teaching ratings and students' exam performance. Thus it is possible that an instructor receiving below-average ratings from students might actually be the best teacher in his department in terms of the amount of learning that he produces in students. It is impossible to identify this type of instructor if we measure teaching performance solely in terms of student ratings.

4 Although student ratings are quite consistent across time periods and alternate rating forms, they are much less consistent when correlated across different types of courses. For example, there is only a moderate correlation between ratings received in large freshman classes and ratings of the same instructors in senior Honors courses. There is some evidence that the correlation between ratings from graduate students and ratings from undergraduates is close to zero. Thus a professor receiving low ratings in one type of course might receive considerably higher ratings if he were given the opportunity to teach a different type of course. Tenure or promotion decisions obviously should be based on teacher ratings from more than one type of course.

5 A low rating on a student rating form does not necessarily imply that a faculty member is "incompetent" or "unsatisfactory" as a classroom teacher. A low rating indicates that the instructor's classroom teaching performance is poor relative to other instructors, but implies nothing about the instructor's performance relative to some absolute criterion of competence. For example, an instructor who consistently receives the lowest rating in a 40-member department may nevertheless be quite satisfactory in terms of some absolute standard of teaching competence.

A specific example of the confounding of relative and absolute interpretations of student rating that is low relative to other instructors, but is well above the point on the numerical rating scale that corresponds to a verbal judgment of "satisfactory". Apparently students consider such an instructor to be quite satisfactory in absolute terms, but below-average relative to his or her colleagues.

6 As previously noted, student ratings of teaching are determined more by characteristics of the teacher than by irrelevant factors such as class size, severity of grading, time of class, course level, and whether the course is required or optional. However, the latter variables do have a measurable effect upon student ratings and should be taken into account when ratings are used in tenure or promotion decisions. Otherwise, and instructor who has taught more than his share of large, lower-level, required courses could rightfully argue that his ratings have been negatively biased by adverse teaching conditions.

Another variable which should be considered when student ratings are used in promotion or tenure decisions is the faculty or department in which the ratings were made. When the same rating form is used in several departments, it is usually found that ratings tend to be higher in some departments than in others. This result could be due to a preponderance of better teachers in certain departments, or alternatively, might reflect a bias or predisposition on the part of students in these departments to give extremely high ratings. Until we are certain that departmental differences in ratings reflect actual differences in the quality of teaching, it would be wise to establish separate norms for each department, and to compare instructors only with other instructors in the same department.

7 Most student rating forms are designed for teaching methods in which the instructor does a considerable amount of lecturing, explaining, or talking. Rating forms of this type are inappropriate for teaching methods which deemphasize lecturing. An example is the Keller or PSI method of college teaching, in which the instructor may spend considerable time preparing materials for student self-instruction, but typically does little or no lecturing or face-to-face teaching. Research evidence indicates that the Keller method is highly effective, at least for certain types of courses. However, it is obvious that the typical student rating form is inappropriate for the evaluation of teachers using this method.

Professor H. G. Murray teaches psychology at the University of Western Ontario.

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